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ABSTRACT

This publication, written partly in response to increased interest in collective bargaining among graduate student workers, is a directory of recognized graduate employee labor organizations and other student organizations not yet recognized as bargaining agents. Section 1 contains entries on recognized collective bargaining agents organized by state including information on unit size, membership, union organization, and contract highlights as well as address, telephone number, and electronic mail address. Each entry also includes a concise history of the union. The directory includes all recognized graduate employee labor organizations in the United States only. The second section is comprised of entries provided by organizations that have not been recognized as collective bargaining agents. These range from union-affiliated organizations that have attempted or are in the process of pursuing recognition, or graduate student organizations that advocate on the behalf of graduate student employees and have expressed some interest in the possibility of union recognition. Section 3 lists names and addresses of graduate employee organizations in Canada. Entries on each organization were written by members of the organizations themselves following a prepared outline. (JB)

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ED 378 864

Directory of
Graduate Student Employee
Bargaining Agents and Organizations

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RACHEL LANZEROTTI, MELISSA HAYES and
JON CURTISS, Editors

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THE NATIONAL CENTER FOR THE STUDY OF
COLLECTIVE BARGAINING IN HIGHER EDUCATION
AND THE PROFESSIONS, SCHOOL OF PUBLIC AFFAIRS,
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NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING IN HIGHER EDUCATION AND THE PROFESSIONS

The National Center is an impartial, nonprofit educational institution serving as a clearinghouse and forum for those engaged in collective bargaining (and the related processes of grievance administration and arbitration) in colleges and universities and the professions. Operating on the campus of Baruch College, City University of New York, the Center addresses its research to scholars and practitioners in these fields.

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DIRECTOR'S COMMENTS

The National Center is happy to present you this *Directory of Graduate Student Employee Bargaining Agents and Organizations* researched and written by graduate students themselves.

We were motivated to publish this *Directory* by three reasons. First, the activity level of graduate student employee unionization efforts has intensified over the past three years, especially in the states of California, Connecticut, Illinois, Indiana, Iowa, Kansas, Florida, Massachusetts, Minnesota, and New York. Most of these union campaigns have occurred at large public sector institutions, but some very prominent private universities have also experienced militancy on the part of their graduate student employees (Cornell, Notre Dame, Syracuse, and Yale).

Secondly, the various graduate student employee groups from Canada and the United States have formed their own loose-knit organization which they have called the Coalition of Graduate Employee Unions (CGEU). Representatives from graduate student unions and other organizations have met several times in Ann Arbor and New Haven to discuss areas of common ground. The formation of the CGEU is a significant phenomenon, especially since many of the graduate student employee unions are affiliated with very different international unions: AAUP, AFT, CWA, NEA, SEIU, and UAW.

Finally, in a very real sense most graduate student employees are apprentice faculty members. Is it possible that the renewed interest in unionization on the part of these graduate student employees portends a possible future surge of faculty unionization when these "apprentice unionists" secure faculty positions?

We hope you find this *Directory* useful and interesting. If you would like more information on the legal status of graduate student employee unionization, Volume 22, Number 2, (April/May 1994) of the National Center's *Newsletter* is devoted to that topic. Call or write us if you want to obtain a copy of this *Newsletter*.

Dr. Frank R. Annunziato
Director

INTRODUCTION

The idea for this *Directory* originated during planning for the second annual conference of the Coalition of Graduate Employee Unions (CGEU), a loose-knit organization of graduate student employee collective bargaining agents and other organizations interested in improving the salaries, benefits, and working conditions of graduate employees at their respective institutions. The purpose of that conference was to share information, maintain connections between established unions, and generate support and solidarity for new and forming organizations. A *Directory* seemed a much-needed reference guide to the sometimes complicated, but frequently isomorphic histories of a small group of labor organizations. Moreover, a summary of the organizing drives, legal battles, and contracts of recognized unions seemed a long-overdue and invaluable resource especially at a time when graduate student employees throughout the United States and Canada were demonstrating a vibrantly renewed interest in the possibility and power of collective bargaining. It was also our hope that such a publication would encourage further research on the economic, political, and professional concerns of a class of workers who as teachers, graders, assistants, and tutors comprise a significant and essential force in higher education.

The *Directory* is divided into two sections. The first is comprised of entries on recognized collective bargaining agents, including information on unit size, membership, union organization, and contract highlights; each entry also includes a concise history of the union. This *Directory* includes all recognized graduate employee labor organizations in the United States only. The second section of the *Directory* is comprised of entries provided by organizations that have not been recognized as collective bargaining agents; these range from union-affiliated organizations that have attempted or are in the process of pursuing recognition, to graduate student governments that advocate on the behalf of graduate student employees and have expressed some interest in the possibility of union recognition. In Part III, we have included names and addresses of graduate employee organizations in Canada. The *Directory* itself is the result of a collective enterprise. Since the University of Michigan Graduate Employee Organization had hosted the CGEU conference in August of 1993, we volunteered to coordinate the publication of the *Directory*. The separate entries on each organization were written by members of the organizations themselves, following a prepared outline. We were extremely pleased to have the National Center for the Study of Collective Bargaining in Higher Education and the Professions, offer to publish and distribute the final result. As editors, we standardized style, format, and references, asked for corrections and clarifications, and prepared a final copy for the Center to edit in conformity with its other publications.

The editors would like to thank Rachel Barish, Frank Annunziato, and all the people who wrote the entries for their organizations.

Rachel Lanzerotti
Melissa Hayes
Jon Curtiss

PART ONE

COLLECTIVE BARGAINING AGENTS

Association of Graduate Student Employees (AGSE)
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Lucy Mahaffey, Vice President
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Representation

AGSE represents Teaching Assistants, Research Assistants, Readers, Tutors, Acting Instructors, Community Teaching Fellows and Nursery School Assistants at the University of California at Berkeley. About a third of unit employees are dues-paying union members, 1200 out of 3200. While AGSE is the recognized collective bargaining agent for Readers, Tutors, Acting Instructors, Community Teaching Fellows and Nursery School Assistants (about 700 employees), under state law TAs and RAs (about 2500 employees) currently have no collective bargaining rights. AGSE is affiliated with the United Auto Workers (UAW).

Organization and Operation

AGSE membership is open to all graduate students, whether or not they are employed in a given semester, and also to all people employed in the job titles included in the unit, including undergraduates and non-students. Members sign cards and pay monthly dues. Members have the right to vote and run for office. Non-members pay nothing and cannot vote, but still receive all benefits won through bargaining.

Leadership consists of an Executive Board, a Stewards Council, one paid staff person, and various committees.

The Stewards Council consists of departmental stewards. Each department may elect one steward for every twenty members or fraction thereof. The stewards hold department meetings and meet regularly (usually once or twice a month) as a Council to present members' concern to the Executive Board. Stewards are responsible for organizing membership in their departments and for handling the first step of grievances.

Committees consist of willing members who make informed recommendations to the Executive Board and then get things done. AGSE currently has the following committees: Civil Rights; Legislative Lobbying; Media; Research; Organizing;

International Students; Viewpoint (Newsletter); Faculty Outreach; and Undergrad Outreach.

AGSE employs one half-time paid staff person from the membership to run the office and generally oversee everything. The union also pays the Financial Secretary for 10 hours a week. A UAW International representative, Mary Ann Massenburg, often works out of the office and provides assistance with negotiations, organizing, and grievances.

Contract Highlights

AGSE currently has no contract. Between 1989 and 1992, the union had an interim agreement with the University Administration, during which it issued letters ("Enforceable Written Agreements") confirming the results of negotiations, including the following:

- Waivers for graduate student employees of the exorbitant 1991, '92 and '93 fee increases (now totaling $2588 a year);
- Tuition waivers for non-resident GSRs;
- Paid health care for all graduate students working 25 percent time or more;
- A low-cost dependent health care plan;
- Access to UC grievance procedure with union representation;
- Written job descriptions and a system for job posting;
- Non-discriminatory hiring procedures;
- More equitable pay formulas for Readers in several departments;
- Workload limits for GSIs of 16-20 hours/week and a review method for problems.

TAs work 50 percent time (20 hours a week). Monthly salaries in 1991 (employees have not had a raise in at least four years) ranged from $1201.65 to $1429.70; most people are probably at Step II, earning $1266.35.

In many departments there are not enough jobs to go around, and with recent budget cuts this situation is worsening. In addition, job appointment procedures are not regulated, and students often do not know from one semester to the next if they will be employed. Graduate students are limited to eight semesters of teaching (extendible to twelve by special permission).

As a result of AGSE negotiations, all graduate students employed at 25 percent time or more receive paid health insurance. They also receive partial fee waivers to cover the fee increases over the last three years (amounting to $2600 in 1993-94). In addition, a low-cost health insurance plan for dependents is now available.

AGSE has consistently introduced proposals to control class size.

History

In 1983, graduate students at UC Berkeley started AGSE, the Association of Graduate Student Employees, and filed an unfair labor charge with the California Public Employment Relations Board (PERB). In April 1985 UCB agreed that collective bargaining laws apply to Readers and Tutors, but not to TAs and RAs. That summer UCB changed the titles of graduate student employees' jobs from "TA" and "RA" to "Graduate Student Instructor (GSI) and "Graduate Student Researcher (GSR)." AGSE saw this reclassification as an attempt to bust the union, since these titles stem from the University Administration's claim that graduate student employees are not really "employees" under the Higher Education Employer-Employee Relations Act of 1979 (HEERA), an act which secured collective bargaining rights for other university employees.

In February 1987, PERB issued a preliminary ruling that TAs and most RAs were in fact employees, and that AGSE was their union. That spring, AGSE affiliated with District 65/UAW in order to gain resources and organizing experience and to become part of the nationwide union movement. (District 65 has been dissolved, and AGSE is now a direct local of the UAW.) AGSE launched a major membership drive, and by April 1988 its membership included a majority of employed graduate students. At this point AGSE requested recognition as the exclusive bargaining representative of academic student employees. In the fall of 1988, PERB ruled that AGSE was the majority representative of TAs and RAs, but the University refused to recognize AGSE.

In March 1989, AGSE proposed a contract with UCB, but the Administration refused to negotiate. In April, PERB reversed its earlier decision, and found that TAs and RAs were not employees, because their work is a part of their own educational objectives. The ruling also stated that the work of graduate student employees was "not essential" to the mission of the University. AGSE appealed the decision to the courts. That month, the AGSE membership voted to authorize a strike to gain recognition from the Administration. On May 4 and 5, graduate student employees struck, shutting down 75 percent of classes on campus, effectively showing that they were in fact "essential" workers. Some 80 percent of GSEs participated in the strike, demonstrating to the Administration a determination to establish AGSE as an official bargaining agent.

That summer, University officials agreed to "meet with AGSE in good faith...to discuss issues related to terms and conditions of employment of its members." In August, AGSE and UCB signed an interim agreement about how they would relate to each other pending resolution of legal appeals. (AGSE was still waiting for the Appeals Court to rule on whether or not RAs and TAs are employees covered under HEERA.) The interim agreement stipulated that both parties would meet regularly and work in good faith toward amicable resolution of issues concerning working conditions of graduate student employees at UCB. AGSE is recognized as the representative of its members, and the Administration met one of AGSE's key demands: paid health insurance premiums for graduate student employees.

In early 1990, the Administration rejected AGSE proposals covering salary increases, fee waivers, class size limits, and work load. They also rejected the concept of bilateral written agreements with AGSE. The membership considered striking, and in April, the Administration agreed to abide by "enforceable written agreements." UCB then produced letters confirming dues deduction, access to campus facilities, and the resolution of workload problems and the health care plan for dependents. That fall AGSE and UCB continued to meet infrequently, and AGSE called for an accelerated negotiations timeline.

Finally, in May 1991, a time of state budget cutbacks and fiscal austerity, AGSE gained in negotiations partial fee waivers for GSEs, fully offsetting the $650 fee hike, as well as extension of the Administration's agreement to pay health insurance premiums. And, for the first time, AGSE received from the Administration a series of letters specifying terms of agreement on long standing AGSE demands: limits on workload and section sizes, grievance rights, fair hiring practices, written job descriptions and letters of agreement constituted an Enforceable Written Agreement -- the equivalent of a first contract between AGSE and the Administration.

In May 1992, the State Court of Appeals ruled that the University Administration was not compelled under HEERA to grant TAs and RAs bargaining rights, on the grounds that such rights would harm collegiality on campus. In August, the State Supreme Court refused to hear AGSE's appeal. With this decision, the UC Administration ended the interim recognition agreement. The Administration then refused to renew the agreement voluntarily, claiming that they were legally prevented from doing so. AGSE produced letters, including one from the author of HEERA, which explained that nothing in the law prevented voluntary recognition. After the membership voted overwhelmingly to authorize a strike, the Administration agreed to meet to discuss replacing the interim agreement. No agreement was reached.

On November 19, GSEs began what turned out to be an extended strike for recognition. ASE/UAW at UC Santa Cruz also struck on November 23, and ASE/UAW at UC San Diego began informational picketing. The strikes continued through January 15. (See separate entries on other UC organizations.)

Currently, the issue is only partly resolved. In May 1993, the union won recognition for Readers, Tutors, and Acting Instructors as a result of an election held by PERB. UCB is now legally required to negotiate with AGSE for employees in those job titles, and these negotiations began in December 1993, although a number of sit-ins were required to bring the Administration to the table. AGSE is still fighting for bargaining rights for TAs and RAs. The 1992 AGSE/UAW and GSEA/UAW strikes fueled successful organizing drives at UCLA, Santa Barbara, and Davis.

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Representation

Graduate Assistants United (GAU) is recognized as a collective bargaining agent. GAU represents all 3,000 graduate assistants and associates at the University of Florida. Of the 3,000 bargaining unit members, 450 are members of the Union. GAU is a local chapter of the United Faculty of Florida (UFF) and is affiliated with the Florida Teaching Professionals and the National Education Association (FTP-NEA). They also bargain jointly with their sister organization at the University of South Florida (GAU-USF), another local of the UFF.

Organization and Operation

There are three levels of members in the GAU. The general member has full voting rights (one member, one vote) on every and any policy matter and can fulfill any role in the Union in an official capacity. Stewards are departmental contacts for graduate assistants (GAs), and serve as liaisons between members and executive council members. Stewards generally work to get members in touch with the active members who can assist them with grievances and get them involved with committees and other union work. Finally, active members who want to play a role in policy-making, disseminating information, or contract enforcement make up the committees. The executive board includes the following officers/chairs of committees: President, Vice President, Treasurer, Secretary, Chief Negotiator, Grievance Chair, Political Action Chair, Membership Chair, Newsletter Editor. GAU has two officers at the state level, the Chief Negotiator and Vice President of the Bargaining Council. GAU elects a senator to send to the UFF Senate, where UFF policy is made. It also sends representatives to the FTP-NEA state representative association where it may vote on NEA policy.

Contract Highlights

The GAU contract includes twenty-three Articles and various appendices. Among other topics, the contract regulates and prescribes such issues and procedures as:

- GA appointments, reappointments, and terminations;
- Evaluation of GA performance;
- Academic freedom;
- Workload and workload dispute settlement procedures;
- Unlawful discrimination;
- Grievance and arbitration;
- Distribution of tuition waivers;
- Deduction of union dues from members' pay;
- Stipend increases and distribution of raises.

GAU representatives meet with the University of Florida Board of Regents for full-book negotiations every two years, at which time the whole contract is open for renegotiation. During interim years, they meet to re-open the contract by mutual agreement, although re-openers are limited to certain articles agreed-upon by both parties during full-book negotiations. Since the State of Florida appropriates money for GA wages on a yearly basis, distribution of raises is negotiated every year.

GAs receive full tuition waivers, for both in-state and out-of-state tuition. The waiver covers about 90 percent of school costs for a semester. GAs do not have health or dental benefits. At the bargaining table, GAU has several long-standing concerns: working towards the addition of sexual orientation to the anti-discrimination clause, procuring health benefits for GAs, increasing job security, and raising the minimum wage. Its newest concern is guaranteeing free access to electronic facilities and Internet access for GAs.

Normally, GAs are appointed on a semester-by-semester basis, and the contract states that TAs should be appointed for semesters congruent with faculty semesters (18-20 weeks). RA appointments are tied to grant and research schedules and therefore are not necessarily in tune with the academic year. All GAs are paid bi-weekly, based on the amount of hours they are appointed to work weekly (usually .25, .33, or .50 time). The GAU-UF Collective Bargaining Agreement prescribes only a minimum wage of $8.00/hour as of Fall '94. A .25 GA in a position that makes minimum wage will make only $3,000/year ($1,500/semester). TAs who teach core freshman classes with large enrollments earn moderate wages, about $11.00/hour. Wages range widely, with the highest salary generally going to research assistants whose salary is paid by high-dollar grants. The University of Florida GAs' concern about job security stems from the fact that the University Administration generally appoints GAs for only one semester at a time. Attempts to alter the relevant contract language have not succeeded.

History

In 1971, a dozen graduate students formed the Graduate Student Union in response to increased fees, no stipend increases, no job security, and a lack of graduate student representation throughout the University. This group was involved in many changes to graduate school policy but was not recognized as the representative of graduate students by the Board of Regents (BOR) or the State Legislature. The group developed a four-point plan: first, to increase the duration of financial support awarded to GAs; second, to introduce a grievance procedure; third, to include a cost of living escalator in the stipends; and fourth, to equalize stipends and workloads among departments.

They joined with GSU chapters at the University of South Florida and Florida State University and affiliated with the United Faculty of Florida (UFF), the faculty union in the State University System. The Administration fought the organization in court by classifying GAs with migrant farm workers (who by Florida law are prevented from forming any unions). For six years, this controversy remained in court, going from appeal to appeal. Finally, in 1979, the Florida Supreme Court upheld the right of GAs to organize.

The Court's decision led to a series of changes. In 1980, GSU became Graduate Assistants United. On May 30 of the same year, GAs at UF, USF and FSU voted on whether the wanted GAU to represent their narrowly defined representation.

In 1981, the State Legislature pass SB606, a bill designed to deny GAs the right to organize by ruling GAU illegal. Again, GAU went to the courts to appeal. By November 1982, two courts had ruled the bill unconstitutional; the next year, the first contract was finally approved and officially recognized.

Between 1982 and 1986 GAU bargained many improvements in contact language, including a 6.5 percent stipend increase in 1985, and tuition waivers, which represented a 17 percent stipend increase in 1986.

The years 1986 to 1989 brought significant improvement in contract language, and a 12.5 percent stipend increase over the period.

Between 1990 and 1992, the Union suffered many setbacks, including serious challenges to the right to collective bargain at the state level. Budget problems and an unwillingness to fund education emerged in state politics. The period's most severe blow to collective bargaining occurred during academic year 1991-92. After agreeing to a 3 percent raise for all state employees and signing it into law, the Legislature decided not to fund it at appropriations time. Public employees organizations (including GAU through our affiliate UFF) filed suit against the state for breach of contract. The state Supreme Court heard the case and decided that employees should receive the raise they had negotiated. Instead of backing up this decision, however, they qualified it by declaring that the State could fund the raise exclusively for the term of the contract that had been negotiated. That is, instead of treating it like a raise and adding the 3 percent to employees' base rate of pay, they treated the negotiated raise like a one-time bonus that did not affect the base rate of pay.

In the academic year 1993-94, the University Administration mounted a full-scale campaign against tuition waivers for Research Assistants. During the last few years, the Legislature has under-funded GA tuition waivers, appropriating 80 percent of the money necessary to pay for them. Additionally, the Board of Regents and University Administration were distributing waivers to state universities and groups at those universities not covered by the contract. The final effect of all these factors, according to the Administration, was that the Administration fell $2 million short of being able to fund waivers for all GAs at the University. Consequently, the Administration decided that they could probably solve this if grants used to pay RA salaries would also cover the cost of RA tuition waivers.

The proposal to make RA tuition waiver funding dependent on granting agencies' willingness to fund them was forwarded by the BOR at the bargaining table during the 1993-1994 academic year contract negotiations. GAU used the proposal as a rallying point to sign up about 100 new members. GAU called press conferences and denounced the plan as strenuously and as often as possible. Finally, after much argument and discussion, the Administration backed down. The new contract neither separates TAs from RAs nor makes it possible for the Administration to withdraw tuition waivers from those who have been GAs.

Many signs indicate that a new stage of hostility has been reached in UF-GAU relations. The University of Florida Administration lost a great deal of face over this controversy and has consequently adopted a more offensive stance. GAU will be extremely concerned, in the coming year, with answering the challenges posed by the Administration.

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Nancy deProsse, Staff Organizer and Local VP

Representation

GEO is a collective bargaining agent, representing 2,200 graduate employees. They represent Research Assistants (RAs), Teaching Assistants (TAs), Teaching Associates (TOs), Project Assistants (PAs), Assistant Residence Directors (ARDs), Interns, Trainees and Working Fellows who work for the University of Massachusetts-Amherst. Since membership and payment of dues is optional, the number of members fluctuates. Currently, GEO has about 1,500 dues-paying members. They are affiliated with the United Auto Workers (UAW), and GEO is a "unit" of Local 2322 which also represents daycare, human service and other small workplaces in their geographic area.

The University of Massachusetts is a five-campus university. GEO represents the graduate employees at the two largest graduate campuses: Amherst and Lowell. There are also graduate employees on the other three campus: Dartmouth, Boston, and Worcester Medical School. GEO and the UAW intend to organize all the campuses one at a time.

Organization and Operation

The membership is the ultimate authority in the Union, and membership meetings are held monthly. The Union is currently divided into two decision-making bodies: the nine-member Coordinating Committee (CC), which is elected and is roughly equivalent to an executive committee, and the steward (each department is granted one steward for up to 25 graduate employees, two for up to 50, etc.). GEO is in the process of rewriting its by-laws and most likely will be adopting a one-body leadership model, a "general council" which will be composed of the CC and stewards. Other standing committees include a Racism and Social Justice Committee, Negotiating Committee, Political Action Committee, Family Issues Committee, and a Personnel Committee.

GEO is staffed by one full-time Local Organizer, and under the conditions of its contract, eight full-time TAs. The TA staff is hired by the Personnel Committee and its term usually lasts for the full year. GEO also got the Administration to fund one full-time TA to set up and coordinate a child care cooperative, to staff the University-wide Family Issues Committee, and to advocate for graduate students' child care and family needs. This person works out of and is supervised by the GEO office.

Contract Highlights

Some of the highlights of GEO's contract include:

- A $1,000 stipend increase in the first contract, and a $850 increase next year;
- A $7,000 minimum yearly stipend for full-time TAs;
- The establishment of a clear and objective system for the assignment of assistantships;
- Standards for fair workloads;
- A continuation of the curriculum fee waiver (it has grown steadily over the years to $1,700 today);
- A full tuition waiver;
- Health benefits have been improved every year, highlighted by a 85 percent waiver of individual and family health fee under the new contract.

Some of the other important issues covered under the contract are: non-discrimination, sexual harassment, job descriptions, health and safety, time off, family issues, training and orientation, professional rights, layoff and recall, discipline and discharge, and a grievance procedure with outside arbitration.

GEO's continued work to pressure management has resulted in great health benefits. Today, enrollment in basic (mandatory) and supplemental (optional if covered elsewhere) health insurance costs an individual $897/year ($2,166/year for families). Under the GEO negotiated contract, 79 percent of the mandatory health fees are waived, and individuals pay only $50 ($317 for families). Their new contract provides a 85 percent waiver for individuals and families.

A full-time graduate employee (except ARDs) works 20 hours per week for 3 weeks per year and receives a stipend ranging from (in 9 month numbers) a minimum of $7,000 to up to $11,600 (the higher-paid positions tend to be in the hard sciences, computer science, and engineering).

As outlined in the contract, a GEO committee is to work with the Center for Teaching (CFT) to develop better TA training. In the last negotiations TA training concerning issues of diversity in the classroom was a major issue for GEO. Through the negotiations and in conjunction with the Graduate Student Senate, GEO worked to get funding for a Coordinator of TA Training staff position and for TAs to be hired by CFT to help with TA training. In the absence of workshops provided by the Administration in the past, GEO gave workshops to institute diversity training, sexual harassment prevention, and teaching workshops for its membership. It is in the process of negotiating a harassment policy which will protect TAs from harassment in the classroom.

This year, the most pressing job security issue has been precipitated by a projected university budget shortfall. University administrators projected that this shortfall would have led to the elimination of 150 TA positions campus-wide. Therefore, much of GEO's effort over the last several months has focused on increasing the state's allocation to higher education. Other job security issues we are facing include: harassment; University restructuring which is moving jobs from humanities, fine arts, and social sciences to the natural sciences; guaranteed funding for graduate students; and layoff benefits.

History

Graduate employees first attempted to unionize in 1976. At that time, the Graduate Student Employees Union filed a petition to the Massachusetts Labor Relations Commission (MLRC). That attempt ended in 1979 with a ruling by the MLRC that graduate employees were primarily students and therefore ineligible for unionization; graduate employees at the University of Massachusetts at Amherst were denied recognition as public employees.

The most recent drive for unionization was revived in the fall of 1987 by the Graduate Student Senate. The Senate set up a sun-committee to determine how graduate employees' needs could best be met. They decided to help form an autonomous group that became known as the Graduate Employee Organization (GEO). In the fall of 1988, GEO began to organize graduate employees, staged a number of actions and demonstrations, and produced literature in order to gain support for unionization. By the spring, over 50 percent of eligible employees had signed a "union" card and agreed to contribute $1 a week to the campaign.

During that spring, after interviewing many union representatives, GEO affiliated with District 65 which was then an autonomous department of the UAW. The District 65 staff and GEO leadership decided over the summer that rather than going to the MLRC to try to get the 1979 decision overturned or trying to pass a new law in the Legislature that would ensure that the 1979 decision would be overturned, the course of action that made the most sense was to use their strength to force the Administration to recognize them as a union.

In the fall of 1989, GEO participated in a student-led class boycott to protest budget cuts at the University. The week-long strike helped GEO increase its membership to a majority of the graduate employees. With majority status in place, the GEO asked to meet with the administration to discuss gaining recognition and to deal with two immediate issues: mid-year fee increases and cuts in the number of TAs. A series of organized actions, teach-ins in the administration building, demonstrations, a one-day strike, civil disobedience, and a threat of grade-withholding resulted in the waiver of the curriculum fee for graduate employees, an interim agreement protecting students from arbitrary layoffs and pay cuts, and the right to a union election among graduate employees on the campus in the fall of 1990.

In November 1990, graduate employees voted in favor of unionization and to have GEO represent them in contract negotiations with the UMass/Amherst Administration. After a ten-day strike in November 1991, the first contract took effect. During the strike, GEO won arbitration, a waiver of 79 percent of individual and family health insurance, and an agreement from the Administration to fund 8 graduate employees to work for GEO. GEO finished negotiating its second contract in fall 1993. The current contract expires in June 1996.

GEO's most recent achievement has been the settlement of a three-year contract, the second contract negotiated by GEO. It includes improvements in the areas of stipends, health benefits, harassment, and minority student recruitment. GEO has also been involved in a campus-wide coalition campaign to improve the University's budget for next year. Aside from our general support for quality and accessible higher education, we have been motivated to join this campaign for two reasons. First, the projected budget shortfall threatened massive TA layoffs; and second, the major financial benefits in our contract hinged on the allocation of new monies to the University from the State. In April 1994, the MLRC ruled that graduate employees at the University of Massachusetts at Lowell are indeed state employees. The members of GEO in Amherst will be weighing their options and deciding if they want to test the water with the MLRC. Their contract has language that guarantees that the current contract would remain in effect until the MLRC certified them through their processes. Unfortunately, the Lowell decision does not translate into an easy or guaranteed victory at the University of Massachusetts/Amherst.

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Ted Colletta, President 1993-94

Representation

GEO is recognized as a collective bargaining agent for Teaching Assistants and Research Assistants. There are approximately 320 TAs and RAs at The University of Massachusetts at Lowell who are represented by GEO. GEO is affiliated with the United Auto Workers (UAW).

Organization and Operation

GEO has been functioning as a small leadership body with a President and an Organizing Committee. As a newly recognized bargaining unit, GEO still has a to develop a structure with a leadership body and representation from work units.

Contract Highlights

The primary concerns of the members of GEO for their first contract include:

- Gaining full tuition and fee waivers for graduate employees, including waivers for over nine credits;
- Stipend levels;
- Guaranteed number of years of support and an increase in the number of years of support;
- Workload;
- Criteria for hiring and rehiring as well as discipline and discharge;
- Discrimination;
- Health and safety.

TAs and RAs receive no benefits at this time. The average TA works 18 hours per week. Salaries for an academic year are as follows:

• Level I (MA students)	$10,407
• Level II (PhD students)	$11,869
• Level III (PhD students who have completed qualifiers and defended their dissertation proposals)	$12,899

GEO is very concerned about the trend in TA and RA funding and job security issues on the Lowell campus. While the enrollment at the graduate school has remained stable for the past few years, since 1990 the Administration at UMass/Lowell has substantially cut the number of TAs. In 1990 there were over 600 TAs and RAs; in 1993-94 there were 312 TAs and RAs; and for next year the Administration has announced a 50 percent cut in TA and RA positions.

History

Graduate employees at the University of Massachusetts/Lowell began to organize in the fall of 1991. They had read about the strike at UMass/Amherst and called them up. GEO at Amherst was planning a conference for northeast graduate employee unions at the end of May and invited organizers from Lowell to attend. At that conference, the Lowell organizers learned about the 1979 Massachusetts Labor Relations Commission decision that has excluded graduate employees from the state collective bargaining law.

During the summer of 1991 the University Administration decided to charge graduate employees a curriculum fee that had previously been waived. Graduate employees were outraged and decided to start a union drive. With the help of organizers from UMass/Amherst, they got started. They quickly reached majority. They staged a series of actions (demonstrations, marches, etc.) and met with the Administration to demand recognition and to demand that they roll back the fee increase and reinstate the waivers. The Administration told GEO to go to the Massachusetts Labor Relations Commission (MLRC) and have an election and then the Administration would recognize them. In the meantime, the Administration met with GEO, but refused to reinstate the fee waiver.

During the summer of 1992, the Administration decided to divide and conquer. They implemented a substantial stipend increase, waived in-state tuition and fees for all students, and began to charge out-of-state and international students for the tuition and fee costs above the in-state costs. This had a financially devastating impact on international graduate students, but the in-state students were in relatively good financial shape. GEO was able to maintain their majority representation, but the membership and activist base of GEO changed to included more international students. GEO spent that year doing actions, meeting with legislators, Congress-people, the Board of Trustees and the University President's office. The fact that its support was mostly from international students (and that many in-state students had been bought off) made it very difficult for GEO to put enough pressure on the Administration to get them to recognize GEO and to change the new tuition and fee policy.

The on-campus Administration kept telling GEO to go to the State Labor Board, and that the Administration would support a petition. In fact, they would have to get the 1979 (UMass/Amherst) decision changed. GEO lawyers felt that they had to have new evidence to show something had changed. They decided that the fact that graduate employees at UMass/Amherst had a contract with their Administration for over a year might provide enough new evidence.

Therefore, in the fall of 1993, GEO decided to file for a labor board election and to simultaneously push legislation that would have added graduate employees to the definition of state employees covered by the collective bargaining law. As soon as GEO had a majority of TAs and RAs who were employed in the Fall signed up on union cards, they filed a petition at the Labor Board. They had no opposition from the University Administration. The Labor Board agreed to let both sides submit written facts and arguments in lieu of a hearing. GEO wrote up a set of facts that the Administration acknowledged. The Board set an election date and wrote a decision overturning the 1979 decision.

The labor board decision in 1979 had recognized graduate employees as state employees, but had said that their student status outweighed their status as employees. The Labor Board also said that academic issues (which they believed should not be negotiated) could not be separated from employment concerns. The Labor Board, in overturning that earlier decision, said that while their colleagues in 1979 had thought those issues could not be separated, obviously the Administration no longer concurred, if it had not opposed the petition, especially given the fact that they now had experience with negotiating with graduate employees at UMass/Amherst.

GEO won the election on May 9, 1994. Its current concerns are the change in tuition and fee policy for out-of-state students, the pending cuts in TA and RA positions, the restructuring of UMass/Lowell away from teaching, and the future of graduate education at UMass/Lowell. GEO is currently preparing to begin bargaining its first contract with the Administration.

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Representation

GEO is the certified collective bargaining agent for Teaching Assistants and Staff Assistants at the University of Michigan. Out of 1,600 employees, union membership fluctuates from term to term between 61 percent and 67 percent. GEO's state and national affiliates are the Michigan Federation of Teachers and School-Related Personnel (MFT&SRP), the American Federation of Teachers (AFT), and AFL-CIO.

Organization and Operation

GEO operates on four main levels: the bargaining unit, the union members, the Stewards Council, and the Steering Committee. GEO hires an Organizer and an Office Manager.

GEO's bargaining unit consists of all TAs and SAs at the University of Michigan. Members of this bargaining unit sign membership cards to join the Union, which grants them the right to vote on policy decisions and elect the steering committee. Graduate students who are not members of the bargaining unit can pay dues to become union members with voting rights. Membership meetings are held at least once a month (more often during negotiations), and are structured as member-centered discussions that address particular topics and make recommendations for action to the Steering Committee.

The Stewards' Council, the Union's grassroots leadership, meets regularly to make organizing decisions and to bring news of departmental problems to the attention of other stewards and the organizer. Each department may elect one steward for every 25 TAs (or fraction thereof). Stewards make themselves accessible to TAs in their departments and help TAs with work-related problems determine their options and file grievances, when necessary. Stewards also work to increase GEO membership within departments, familiarize members with current union issues, and build solidarity. The

Stewards' Council has grown in strength over the past three years, although most of its members continue to come from the Humanities and Social Sciences.

The Steering Committee oversees the day-to-day operations of GEO. It consists of ten union members who are elected by the membership for a one-year term. The four officers of the union, the President, Vice president, Secretary and Treasurer, are elected by the Steering Committee from its members. The Steering Committee develops organizational policy (other than those matters which require concerted membership activity), makes recommendations for consideration and action by the membership, and implements the directives of the membership.

GEO committees take care of many of the nuts and bolts of running a union. They address membership concerns and further organizational goals. At present, they include: the Teaching Concerns Committee, the Grievance Committee, the Race and Racism Committee, the Publicity Committee, and the Outreach Committee. These committees are usually, but not necessarily, chaired by Steering Committee members and comprised of union members.

For the many union members who would like to get involved with GEO but cannot commit to a committee or a long-term project, GEO has a one-size-fits-all volunteer option -- the members-at-large program. Each member-at-large volunteers one hour per week to undertake any range of exciting and necessary tasks, including helping around the office and distributing posters or fliers to departments.

GEO has two paid staff, an Organizer and an Office Manager. The Organizer is salaried to work an average of 120 hours per month (more during bargaining and Fall and Winter terms, less during Spring/Summer and non-bargaining years). She is truly a Renaissance ideal, not only coordinating operations of the Stewards Council and the various committees, but also maintaining an intimate involvement with the planning, production, and publicizing of various events and meetings -- as well as recruiting members for short-term projects and long-term leadership positions. The Office Manager is hired hourly to work 12 hours per week; he oversees the day-to-day functions of the office and maintains union records.

Highlights of Contract

- No interference. The Union is prevented from striking or performing job actions that interfere with University operations. The University agrees that there will be no lockouts;

- Nondiscrimination clause includes "race, creed, color, religion, national origin, ancestry, marital status, sex or age, except where sex or age is a bona-fide occupational qualification ...nonrelevant mental or physical handicaps, HIV antibody status, sexual orientation, parental or pregnancy status, political belief, membership in any social or political group," union activity or union membership status;

- Agency shop. All members of the bargaining unit receive all the benefits of the contract and pay either dues (if union members) or fees in the same amount as dues (if non-members) to GEO each term. Dues or fees are deducted automatically from paychecks by the University and delivered to the Union. (Dues are 1.37 percent of salary per term.);

- Union rights to relevant information and listings of employment information on all employees;

- Job security. Appointments are made semester by semester, although some departments will guarantee a certain number of terms of employment as part of an admissions offer. Employees can be fired or suffer reductions in pay or duties for only two reasons -- unsatisfactory progress toward the degree or misconduct; in the latter case, no decision can be made without review by a departmental committee and union representation;

- Sick leave (Three weeks in any 12-month period), jury duty leave, and bereavement leave;

- A three-step grievance procedure, with recourse to third-party arbitration. In the event of a grievance, the employee first meets with an immediate supervisor (with the right to a union representative); if the outcome is unsatisfactory, s/he may appeal and meet with the department chair. The chair's decision may be appealed to the college dean. The dean's decision can be appealed to a third-party arbitrator, whose decision is binding;

- Union has the right to call departmental meetings on class size;

- Departments "are encouraged" to have employee representation in determining curriculum;

- Departments are required to hold TA training sessions. ESL training is also required;

- Rights to faculty library privileges, employment files, free course texts, office keys, office supplies, copy machines, mailboxes, telephones, desk space, and time to speak at department TA orientations.

TAs and SAs are paid a percentage of a "full-time equivalent (FTE) salary" proportional to the number of hours they work per week. This is called "working a fraction." (A TA who works 20 hours per week works half the 40 hours expected of a full-time employee). S/he thus works half-time, or a ".50 fraction," and earns half of the full-time equivalent salary. The FTE salary for 1994-95 is $9,808/semester. The average fraction has consistently hovered around .37, which means that the average TA is contracted to work 16.5 hours/week and makes $907/month (gross). Paychecks arrive monthly during terms of employment.

Employees who work .25 or more receive a full tuition waiver. Employees who work less receive a partial waiver -- 20 percent waived for .05, 30 percent for .10, 40 percent for .15, 50 percent for .20. (Some 87 percent of unit employees pay no tuition.) Employees are also exempt from all university fees, with the exception of an $80 registration fee.

Employees with a .25 or greater fraction have the right to the same choice of health benefit plans as faculty and staff; this includes Blue Cross/Blue Shield and a variety of HMO's. (Some 87 percent of unit employees have insurance.) Employees are eligible for the University's "Dental Assistance Program" (which primarily covers check-ups and preventative care) after one year at .25 or greater. The average University contribution to health care is about $225/month, to dental $15. No child care or elder care support is available to University employees. Recently, the Administration has indicated they will provide benefits to domestic partners of university employees university-wide; this is not a contractual issue.

TA positions are often scarce or inadequate to financial need. Appointment decisions are made on a semester-by-semester basis; in some departments, appointments are predictable and regularly available, in other departments not. The administration has also set a ten-term limit to guaranteed funding, and many find themselves without support after five years. (GEO lost a ULP suit on this "ten-term" rule).

GEO has successfully negotiated for required TA training, TA representation on curriculum committees and some small input on class size. Training is still largely unpaid (departments choose to pay or award credit) and could be of higher quality. The Union has made numerous proposals to limit class size, and continues to press for paid, better training.

History

Teaching Fellows (as they were then called) first began to organize in 1970, when the University Teaching Fellows' Union filed for recognition by the Michigan Employment Relations Commission (MERC). In the same year, Political Science TFs walked out on their discussion sections to protest departmental cuts to TF allocations. In 1971, however, MERC denied the petition, ruling that TFs alone did not constitute an appropriate collective bargaining unit. While MERC did not offer an opinion on the student/employee distinction, it agreed with the University Administration's argument that even if TFs were employees, they should be part of a unit that included Research and Staff Assistants. No election was conducted.

A number of administrative decisions in the summer of 1973 sparked a second organizing drive. Following a student strike to protest a 24 percent tuition increase, Teaching Fellows formed the Organization of Teaching Fellows (OTF) to protest the increase, as well as the loss of TF's in-state tuition status, new residency requirements, and a low pay increase. OTF, loosely associated with the AAUP, attempted to begin negotiations with president Robben Fleming, but were rebuffed; the Administration would not bargain unless OTF was officially recognized by MERC. Discussions of a possible strike were well underway when the University Administration suddenly discovered a $3.75 million budget overflow and then announced that this surplus would used to grant a sizable pay increase for Teaching Fellows. TFs subsequently failed to authorize a strike, but continued their organizing efforts. They joined Research and Staff Assistants to form the Graduate Employees Organization (GEO), and demanded recognition as the sole bargaining agent for all Graduate Student Assistants (by this time, the Administration was referring to TFs as "Teaching Assistants"). This time the Administration agreed to an immediate MERC certification election, and after an overwhelming vote (807 in favor, 424 against), GEO was officially certified on April 15, 1974.

Negotiations for a first contract began in June 1974 and proceeded slowly; in January 1975 the two parties went into mediation. When this process failed to yield results, GEO offered to go to binding arbitration. The Administration declined. With all avenues of negotiation exhausted, the Union membership voted to strike (689 in favor, 193 against) at the beginning of the cold month of February 1975. Hundreds of GEO members began picketing University buildings early on the morning of February 11, the start of what was to become a month-long strike. More than 50 percent of undergraduates boycotted classes and joined picket lines in the early days of the strike. Michigan's Teamster locals recognized the strike and instructed their members not to drive trucks through picket lines.

While agreements on nondiscrimination and affirmative action were finalized in the first week of the strike, the important issues of economics, agency shop, and the right to grieve the size of appointment fractions for Winter term 1974 took longer. After a hearing before a MERC-appointed fact-finder and an extra day of intensive picketing to ensure no reprisal for strike activity, the GEO membership overwhelmingly ratified the proposed contract (622 yes, 12 no) and the strike ended. The contract was signed and took effect on March 14, 1975.

After much thought and debate the Union membership voted to affiliate with the American Federation of Teachers (AFT) and preparations for bargaining a second contract commenced. Negotiations began in March 1976, but the Union suffered from internal problems. A combination of organizational weakness, poor communication, and internal disagreements inhibited the Union's ability to present a unified mobilized front. A strike vote, initiated when other avenues of negotiation were exhausted, failed. The membership voted to return to the table and basically agree to the Administration's proposed contract. This concession would have severely set back both employment security for Research Assistants and affirmative action. However, when GEO's bargainers returned to the table essentially willing to give in, the Administration refused to sign its own contract. They demanded that GEO drop two pending grievances brought up under the previous contract. As this would have undermined the contractual right to due process, GEO filed an unfair labor practice complaint with MERC instead. In turn, the Administration's attorney contended that the Administration could not commit an unfair labor practice, because GSAs were not really employees and thus were not covered by the rules of collective bargaining. These positions led the Administration and the Union into a long round of court battles. MERC administrative law judge Shlomo Sperka initially ruled in favor of GEO in August 1977, affirming the right of student employees to bargain collectively. While the decision forced the Administration to recognize Teaching and Staff Assistants as employees, it excluded Research Assistants from the bargaining unit on the grounds that their work was "directly related to educational goals"; they were students, not workers. A long series of appeals ensued, ending in November 1981. After losing their last appeal, the Administration finally signed the 1976 contract on November 23, 1981.

GEO made significant headway in contracts signed in 1983 and 1985, convincing the Administration to discuss tuition and salary as part of the same package and to require departments to offer TA training. GEO gained formal recognition of Affirmative Action, extended the period of eligibility for dental coverage, and won significant raises in both salary and tuition waivers.

In 1986, bargaining was more difficult. After relatively cordial negotiations for the previous contract, the Administration team stalled, delayed, and dragged their feet for months in an effort to wear the Union down (these tactics seemed to be the result of a turnover in the Administration, the hiring of a new Provost and Vice-President for Academic Affairs, and his economic priorities). After mediation with a State-appointed mediator and some healthy chanting in Regents' Plaza, the Union and the Administration reached an agreement.

A few short months after that contract was settled, GEO was right back at the table trying to hammer out a contract for 1987-89. Negotiations were greatly complicated by the new tax bill passed by Congress, which lowered tax rates for high income brackets but compensated with a great increase in taxes for students receiving tuition waivers. GEO estimated that if there were no change in salary, most TAs stood to lose between $800 and $1500 per year. The Administration offered little, a 3 or 4 percent raise, and no change in the tuition waiver. The Union was also interested in establishing paid TA training and limiting class size.

As the negotiations ground on into 1987, both sides made some concessions, but the Administration's best offer still left TAs facing deep cuts in pay. Membership involvement came together in several mass actions, but their position at the beginning of April was still unacceptable. MERC scheduled mediation between the Administration and the Union for April 8. A strike vote authorized the steering committee to call a strike the day after, if necessary. Faced with this prospect in mediation, administration negotiators gave in almost immediately, offering a 22 percent increase in tuition waiver, the largest increase in spending on TAs in its history. Unfortunately, because of the large tax increase, this resulted only in a slight increase in net income for TAs.

Negotiations for the 1991-93 contract were again prolonged and difficult. The Administration was reluctant to make any significant changes and bargaining lasted for eight months. The membership was significantly interested and mobilized, voting for and participating in the first job actions since the 1975 strike (work stoppages on April 4 and from April 17-19, 1991). Most significantly, GEO won partial tuition waivers for TAs with low employment assignments.

Bargaining for the current contract took, once again, several months and was notable for a stern intransigence on the part of the University Administration. GEO also made proposals for Domestic Partner health coverage, pay for TA training, child care funding, and class size. The Administration responded by pleading poverty and offering a below-inflation salary increase and a dire new benefit package.

For some time, a lot of graduate students had been turning down prestigious fellowships (which came with little or no health insurance), and choosing, instead, to teach under a union contract that guarantees good benefits. So the Administration developed a new benefit plan for fellowship students, called "GradCare;" they wanted to pay for it by convincing the Union to take it, entirely replacing TAs' benefit options and substantially increasing their out-of-pocket medical costs. Not only would GradCare have provided worse coverage; it also had serious political implications. By switching TAs from the benefit package they share with faculty to a package "designed for students," the Administration would have endangered the distinction between the employment of graduate students as teachers and their status as students, a distinction crucial for the legal recognition and continued existence of the Union.

Membership mobilization against this effective cut in benefits was robust and adamant. GEO held rallies, informational pickets and "GEO Pharmacies" ("the Union is in") to build support. An 87 percent "yes" vote authorized the Steering Committee to call a strike if necessary. Membership support for other issues was less strong, however, and the Union settled for a salary increase and a ceiling on an $80 registration fee. GEO now has a three-year contract, with a 3 percent raise in each year.

More recently, GEO's organizing efforts have centered on moving GEO from a "service model" union, in which the membership sees the Union as something that works for them when they have problems and in which they play no great part, to an "organizing model," in which the membership plays a consistently active role in determining the Union's direction and priorities. A three-year contract (the Union has traditionally signed two-year contracts) has given GEO the time to build a more cohesive and active membership. Currently GEO has been addressing the quality of TA training and working to fight discrimination (both by attempting to increase the number of TAs of color and by addressing various forms of racism that TAs of color face in the classroom).

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Representation

The AAUP is a collective bargaining agent. The main AAUP bargaining unit includes all Teaching Assistants (TAs) and Graduate Assistants (GAs) (i.e. Research Assistants) along with full-time faculty and librarians. A separate AAUP bargaining unit represents part-time faculty, many of whom are graduate students. A third separate bargaining unit exists for EOF counselors. (The Economic Opportunity Fund is a program that serves economically disadvantaged students). All units are statewide, covering the New Brunswick, Newark, and Camden campuses. Currently, 200 out of 1700 TA/GAs in the main bargaining unit are members. The national affiliate is the American Association of University Professors.

Organization and Operation

The TA/GA Steering Committee is a group of active TAs and GAs that meet irregularly to plan activities and/or make proposals for negotiations. The policy-making body of the AAUP unit is the Executive Council of the Rutgers Council of AAUP Chapters. Two representatives of the Steering Committee are voting members of the Executive Council. At least one TA/GA representative sits on the bargaining team.

Contract Highlights

- Salary provisions include tables specifying annual increases and steps. TA/GA salaries range from $11,086 to $12,979 for the 1994-1995 academic year, for full-time TA/GAs (depending on whether their appointment is for the academic year or the calender year). Most TA/GAs are full-time;

- The contract requires written notification of reappointment. Possible categories are reappointment, non-reappointment, and waiting list (with reappointment for those on waiting list contingent on funding or on meeting previously established and announced criteria). Notification on non-reappointment requires written explanation of reasons. There is also a special grievance procedure for TA/GA reappointment problems;

- TA/GAs have a special grievance procedure in addition to the contract's general procedure. The grievance procedure includes mediation and recourse to third-party arbitration;

- A nondiscrimination clause covers "race, creed, color, sex, religion, national origin, marital status, age, disability, status as a Vietnam-era or disabled veteran, sexual orientation, membership or non-membership in or activity on behalf of or in opposition to the AAUP;"

- Dues are 0.5 percent of salary; non-members pay a representation fee equal to 85 percent of dues;

- Workload restrictions limit appointments to a maximum of 15 hours per week for full-time TA/GAs. Half-time TAs presumably work 7.5 hours/week or less;

- Term of appointment for TA/GAs are either for the academic year or the calendar year;

- Tuition waiver. Full-time TA/GAs have tuition fully remitted due to a University regulation that specifies full tuition waiver for all full-time Rutgers employees. All TA/GAs are defined as full-time employees in consideration of their employment plus their studies;

- The definition above also determines that full-time TA/GAs are members of the state health benefit plan (the same as the faculty's plan), which includes medical, dental and optical coverage. Part-time TA/GAs receive a bonus to help pay for membership in the student plan;

- Quality of teaching. Several years ago the AAUP organized and sponsored teaching workshops for TA/GAs. The Administration now runs workshops of this kind annually during August orientation. Less than 50 percent of TAs attend. The AAUP continues to sponsor programs on various professional issues including teaching concerns. The contract required all TAs to participate in training consisting of workshops designed and conducted by the Graduate Schools and/or departments.

History

The AAUP has represented full-time faculty at Rutgers since 1970. TA/GAs were added to the faculty bargaining unit in 1972 with no election. Contracts have been negotiated since that time with increasing difficulty but never a strike. Some provisions in the contract apply to faculty and TA/GAs alike (e.g. academic freedom, health and safety) and others pertain specifically to TA/GAs (e.g. salary, reappointment, workload).

This year the TA/GA Steering Committee sponsored a program on "The Professionalization of Graduate Students." A panel of faculty and an audience of graduate students discussed topics such as "Turning Seminar Papers into Publishable Articles," "Writing Grant Proposals and Getting Grants," and "Developing Conference Papers and Abstracts," in the context of the increasing demands for professionalism. The Graduate Student Association jointly sponsored this successful event.

With regard to contract issues, workload has been a big concern this year. A multiple grievance was filed over violations of the 15-hour per week limit on TA/GA workload. TAs have been keeping logs in preparation for the formal grievance process. The resolution should occur this summer.

Despite the difficulties of bargaining during fiscal crises, TA/GAs at Rutgers have won significant improvements over the last few years. Membership development remains the goal which needs the most attention.

Grad. Student Employees Union (GSEU)
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E-mail: **Many union leaders and members are on e-mail, and their addresses are available upon request**

Contact: **Chris Vestuto, GSEU Organizing Coordinator**

Representation

GSEU is a collective bargaining agent for 4,000 Teaching Assistants and Graduate Assistants throughout the State University of New York System. GSEU is currently trying to obtain a jurisdictional ruling from the Public Employment Relations Board (PERB) so it can hold a certification election among Research Assistants as well. Current official membership stands at about 1,200 out of 4,000 unit members, or about 30 percent. GSEU is a statewide local of the Communications Workers of America (CWA), which is affiliated with the AFL-CIO.

Organization and Operation

All members of the bargaining unit receive the benefits of the contract and have the right to be represented by the Union in grievance hearings, etc. Those who join the Union by signing GSEU membership cards pay union dues (1.15 percent of salary) and have the right to participate in all the Union's policy-making and other democratic processes. Those who do not sign membership cards pay an agency fee equivalent to dues, but cannot participate directly in forming union policy or electing union leaders. Associate membership at reduced dues and with limited rights is available to Research Assistants, GSEU employees, and all former members of the bargaining unit.

The GSEU operates politically on two main levels -- the Local (statewide) and the Chapter (campus). Members can participate on either or both levels. All GSEU meetings are open to all union members.

On the Local level, the GSEU has four officers elected statewide by the general membership. The officers handle the day-to-day administration of the Union. These officers, along with two representatives elected from each of the four University Center campuses, and two at-large representatives for the smaller campuses, form the 14-member Executive Committee. The Executive Committee makes week-to-week decisions, plans long-term policy, recommends actions to the general membership, develops a budget to be presented to the annual Delegate Assembly, and acts to coordinate collective bargaining negotiations. The Executive Committee usually meets twice per semester; between meetings much business is done on the phone and by e-mail.

The Delegate Assembly, which meets once per year, includes the Executive Committee and representatives from each campus (one per 50 members). The Delegate Assembly has the power to amend the bylaws (subject to ratification by the membership), adopt the budget, and set policy and administrative procedures. The GSEU also has a number of statewide committees: the Personnel Committee, the Election Committee, the Finance Committee, and the Convention Committee.

On the Chapter level, policy and strategy is set by the Stewards' Assembly for that Chapter. Stewards are elected on a departmental basis. The Stewards' Assembly meets at least once per semester. The day-to-day operation of the Chapter is handled by the Chapter Steering Committee, which consists of seven or more members elected by campus GSEU members at large. Much of the real work that gets done on the Chapter level is done by Stewards and others who join various issues-oriented committees.

GSEU currently employs one full-time organizer (or the equivalent) at each of the four large SUNY campuses and employs one statewide organizing coordinator. There are no other employees, but organizers also perform a variety of other tasks, including clerical and administrative work, research, and bargaining support. Organizers may also handle grievances. The staff is organized into a non-affiliated union of its own, the Staff Association, which is voluntarily recognized by the GSEU.

Highlights

- The GSEU is prohibited from holding a strike or sick-out, as well as from supporting such action. (This prohibition is also statutory in New York State.);

- The nondiscrimination clause governing GSEU includes race, ethnicity, creed, color, national origin, native language or dialect, sex, age, disability, marital status, and sexual orientation. The clause governing SUNY included union and other organizing activity, as well as all of the above except native language or dialect and sexual orientation;

- Union officers are allowed leave from their job duties at full salary upon request, but GSEU must reimburse SUNY for this cost. Negotiators are allowed leave paid by SUNY to participate in negotiations;

- The GSEU has the right to meet with SUNY and GOER (Governor's Office of Employee Relations) representatives on the statewide level, as well as with local administrators on the campus level;

- All unit members received a 4 percent raise effective March 1, 1994 and will get another 4 percent raise on March 1, 1995. TAs/GAs at the four University Centers on "full lines" (nominally 20 hours per week) must be paid a minimum of $5,000 per year;

- Employees may file grievances in five categories: individual funding decisions, assistantship responsibilities, inadequate job notification, failure to receive pay raise, failure to receive health benefits. Only the last 3 categories may be taken to binding arbitration. All other grievances are heard by a three-member panel chosen jointly by the grievant and the administration from a previously agreed upon pool of people. This panel's decision takes the form of a recommendation to the University President;

- Employees get five days per year of leave for personal illness or illness of family members, including domestic partners;

- Whenever the University Administration is contemplating budget cuts that may effect jobs in the GSEU unit, the Union has the right to prior notification and to discuss the cuts with the relevant people in the administration;

- The contract expires July 1, 1995.

All TAs/GAs on full lines, and half-line TAs/GAs making more than $290 per month are eligible for voluntary participation in a state-subsidized health plan. Participation is mandatory for most international students (who were previously required to buy expensive health insurance out-of-pocket). SUNY pays 90 percent of the cost of the plan for individuals and 75 percent of the additional cost for family coverage. The employee share of the premium is deducted (pre-tax) from the employee's regular pay checks. Premiums are about $1,000 per year for individuals (of which SUNY pays $900), $1,500 additional for a two-person family, and $2,000 additional for a family of three or more. In terms of coverage, the plan is much better than many available student health plans, but it is not as good as the plan available to other state employees in New York. Plan specifications are contained in the collective bargaining agreement.

Child care is available on a sliding scale at University child care centers. GSEU also negotiated a contribution from the State to those centers. Tuition waivers are not considered a benefit of employment, according to the contract. With the exception of sick leave, TAs/GAs currently have no domestic partner benefits.

It has been a long-standing SUNY practice that graduate student employees are paid different salaries on different campuses, in different departments on the same campus, and sometimes even within a department. All TAs/GAs will receive the raises negotiated by GSEU, and any TAs/GAs currently below the negotiated minimum will be brought up to that minimum. The average salary per academic year is about $7,800; this average includes half-line TAs/GAs, and the average full-line salary is somewhat higher.

GSEU was unsuccessful in negotiating TA training, class size, academic freedom and similar issues. Some SUNY campuses do have some type of TA training and some have (financial) teaching awards for outstanding TAs.

The State refuses to look at year-to-year employment as continuous, treating it instead as "reappointment." Many departments, however, do offer multi-year positions in their letters of appointment and GSEU plans to build on this practice.

History

The GSEU was started in the mid-70s at SUNY Buffalo. Although the University President met repeatedly with the Union, he demanded that the Union seek legal recognition through the labor board (PERB). The GSEU mounted a formal membership drive and submitted their petition to PERB, asking for a certification election. PERB, however, ruled that the bargaining unit could not be restricted to Buffalo but had to instead include all the graduate employees in the SUNY system. Organizers, daunted by the scope of this task, temporarily abandoned hope for legal recognition and focused on issues-based actions.

In 1980-81, the GSEU sprang up again at SUNY Stony Brook. Graduate students there held a short strike that year, successfully forestalling planned cuts and winning a significant pay raise as well. By 1982-83, activists were ready to try creating a statewide union. Funded largely by money from graduate student governments, the GSEU mounted a membership drive, targeting TAs, GAs and RAs. Within six months, GSEU collected the requisite 30 percent to approach PERB for an election. When the cards were submitted to PERB, however, the State raised a variety of legal objections, claiming on the one hand that the GSEU was a "student club" rather than a union, and on the other hand that the RAs were not employed by the state, but by the Research Foundation, an "independent" entity.

Despite frustration on the legal front, the GSEU realized it was having an effect. Salaries rose 33 percent between 1982 and 1984. At Stony Brook, where parking had long been a problem, GSEU won faculty/staff parking privileges for its members. However, GSEU activists also realized that to win formal recognition they would need experienced legal and organizational backing. In Spring 1983, the membership voted overwhelmingly to affiliate with CWA, forming our own statewide CWA Local 1188. In response, the State argued that the original certification petition was now invalid, because the post-affiliation GSEU was now a "different" union.

Another card drive was mounted, this time funded by CWA, and a new petition was filed with PERB at the end of 1984. This time the petition was on behalf of TAs and GAs only. The State took the position that TAs and GAs had no right to collective bargaining because they were students, not employees -- their salaries, "scholarships;"

and their work, "study." Throughout 1985 and 1986, PERB held hearings on the GSEU petition. In the summer of 1987, the PERB Director of Representation, ruled that graduate student employees do not have the right to collective bargaining because, although they are employed by the state, their employee status is "contingent upon their status as students." The Director cited as precedent a case in which New York prisoners tried to unionize. GSEU then appealed this decision to the full three-member PERB board.

During this period, the level of grassroots involvement in GSEU remained high. At SUNY Stony Brook in 1987, TA salaries were frozen despite across-the-board funding increases from graduate programs. In response to this and other abuses, graduate student employees staged a work stoppage and then a strike. (In New York State, public employee unions are prohibited from fomenting or supporting strikes, so of course the GSEU had nothing to do with this and other work actions herein described). TAs and GAs won a 20 percent wage increase, $50,000 in subsidies for low-income parents using University child-care, and a standardized set of rules governing funding decisions. Less dramatic but no less real political battles were also fought during this time at Albany, Binghamton and Buffalo.

Meanwhile, the two sitting board members at PERB dead-locked on the GSEU case. GSEU had been without organizing funds since 1985, and as the legal situation remained stalled, grassroots interest in the Union began to flag. From fall 1987 through fall 1989, the GSEU was reduced to a skeleton organization. With renewed funding in 1989 from CWA as well as the Student Association of the State University and various graduate student governments, GSEU began to rebuild.

In 1990, graduate student employees at SUNY Buffalo staged work stoppages, successfully fighting job cuts, excessive workloads, and a planned loss of tuition waivers. Statewide, GSEU launched a concerted pressure campaign on the issues of health insurance and union recognition. Tactics ranged from lobbying state legislators to taking over Trustees' meetings, to mass rallies.

Finally, in 1992, PERB ruled unanimously in favor of GSEU's appeal, overturning the original ruling and granting TAs and GAs collective bargaining rights. The board also ruled against the SUNY faculty union's attempt to absorb TAs and GAs into its bargaining unit without a vote. SUNY and the State appealed this ruling to the courts and again lost.

GSEU won its certification election with an 85 percent majority (1,936 yes; 338 no). Contract negotiations began in early spring 1993.

Most of GSEU's efforts in the last year have gone towards its first contract. At the outset of negotiations, the Union's priorities included health insurance (graduate employees in SUNY had never received health benefits heretofore), wage increases, grievance procedures, tuition waivers, job descriptions, parking, child care, and guidelines on funding decisions. Negotiations were perhaps made more difficult by the fact that the Union's primary counterpart across the bargaining table was not the University Administration, but the Governor's Office of Employee Relations (GOER). Especially in the early phase of negotiations, GOER repeatedly tried to take advantage of GSEU's inexperience and engaged in a variety of dilatory tactics. Through the summer of 1993, little substantive progress was made.

Contract negotiations shifted into high gear as the 1993-94 school year began and GSEU members came back to the campuses. Health insurance, wages, and grievance procedures emerged as the most important issues. Following a long custom of strict pattern-bargaining, the State had settled with each of the other public employee unions on two 4 percent wage increases over the next two years. However, GOER told GSEU that the cost of any health plan it negotiated would reduce the size of any wage increase it negotiated. As for grievance procedures, GOER refused to even offer a counterproposal until the final days of negotiations.

In response to the State's recalcitrance, GSEU members organized a number of actions on the campuses around the issues, with the primary focus on health care. Members held informational pickets, a graduate student "Soup Kitchen," and a GSEU "Hospital." They leafleted and briefly took the stage at Distinguished Lecture Series. They staged a rally outside the negotiations room in Albany and took over the President's Office at Stony Brook. These mobilizations seemed to make a difference -- a tentative agreement between GSEU and the State was reached in time for the 1994 New Year. The tentative agreement included a health plan paid 90 percent by the State and a 4 percent wage increase for each of the next two years, as well as a multi-step grievance procedure. The contract settlement was ratified overwhelmingly (453 yes; 2 no).

The GSEU finally began collecting dues in April and is making the transition to financial self-sufficiency. GSEU is currently engaged in various aspects of contract implementation -- learning how to utilize an imperfect grievance procedure effectively, and working to help get the health plan in place for a Fall 1995 start-up. GSEU is also continuing the task of setting up functioning steward systems on each campus and developing materials and plans for a big membership push when school starts in Fall 1994.

The State continues to fight GSEU's attempts to gain a certification election for Research Assistants. They claim the Research Foundation, which writes the pay checks for RAs, is an independent, non-profit organization. GSEU is currently before PERB on this issue.

An ongoing issue for GSEU is how to reconcile its statewide nature -- four large and several smaller campus chapters with diverse characters and issues -- with building a truly member-driven union where leadership comes from the ground up.

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Representation

The GTFF is a collective bargaining agent, and represents approximately 1,150 Graduate Teaching Fellows (GTFs). GTFs teach, conduct research, and assist with administrative duties at the University of Oregon. Approximately 50 percent of the bargaining unit employees are full members of the Union. This fluctuates between 40 and 60 percent (with lower membership at the beginning of a new academic year). The unit represents all GTFs, except for about 100 per year who are excluded because their work is required as part of their degree program (as per the Employee Relations Board's ruling). Its state and national affiliates are the Oregon Federation of Teachers, Education and Health Professionals (OFTEHP), the American Federation of Teachers (AFT), and the AFL-CIO.

Organization and Operation

Bargaining unit (with full members and agency fee payers), Executive Board, 2 full-time staff, and an office.

Contract Highlights

- Dues Deduction/Fair Share. The Administration deducts dues and fair share fees and remits these to the GTFF monthly;

- Nondiscrimination. "The University and the Union shall not discriminate, not tolerate discrimination on the basis of race, color, religion, sex, age, national origin, marital status, or any other extraneous considerations, including sexual orientation, not directly and substantially related to effective performance";

- Work Agreement/Work Assignment. Each department will have a "general duties and responsibilities statement" (GDRS) and provide each GTF with an appointment letter that is "sufficiently detailed to distinguish among duties and responsibilities of research, teaching assistance, fully teaching, and administration, and shall include salary information (FTE and level)";

- Abitration. Outlines submission of unresolved grievances to arbitration. "All fees and expenses of the arbitrator shall be paid by the party not prevailing in the matter";

- Benefits. Beginning with the current contract, the Administration is providing $30 per month for each GTF to cover the cost of major medical insurance that is offered through the GTFF. The Administration pays for each term of employment (excluding summer), and the GTF has the option of covering family members through an interest-free loan fund set up by the University. GTFs who already have insurance may opt out by executing a waiver by the deadline; this entitles them to receive the $30/month as taxable income;

- Salary/Wages. GTFs work at a minimum of .20 FTE. At a .20, GTF may be required to work a minimum of 88 hours per term. There is no maximum limit on FTE, but the Administration rarely makes appointments above .49 FTE (so as to avoid public employee benefits that are mandated at .50 FTE and above). There are three levels, and each level establishes a minimum salary rate. At half-time (.50 FTE) for nine months, the minimum wages are $7,634 for a GTF I, $8,621 for a GTF II, and $9,114 for a GTF III. A department may pay more than the minimum for all GTFs of the same level, as long as the integrity of the classification system is maintained;

- Quality of Teaching. GTFF has agreed to co-sponsor a program with the graduate school;

- Job Security. GTFF bargained for language that strengthens the right to priority reappointment in the event of layoff and reduces misclassification and reclassification of GTFs out of the bargaining unit. Appointments are usually made for the academic year (though some GTFs are appointed for as little as one term and some are appointed for a calendar year). The collective bargaining agreement states, "No appointment shall create any automatic right, interest or expectation in any other appointment beyond its specific terms."

History

On November 10, 1978 Charlie Aker, President of the Graduate Teaching Fellows Federation, and William Boyd, President of the University of Oregon, signed the first GTF contract. The signing culminated a three-year organizing effort during which the GTFF had overcome legal barriers to collective bargaining and the Administration's campaign to discourage and defeat the Union.

The contract signing was an important step for graduate teaching fellows (GTFs) at Oregon. It formalized a grievance procedure, won a substantial wage increase, and established the principle of GTF participation in decision-making processes that affect their lives. It also extended the precedent of teaching and research assistant collective bargaining begun at the University of Michigan and the University of Wisconsin in the early 1970s. With the signing of its contract, the GTFF became the third TA/RA union in the country to have a contract.

When Fall Term 1976 began, there still had been no decision announced by the Employment Relations Board (ERB) on GTF collective bargaining. The union had 20 members, and it was difficult to organize when new members could be offered little more than "hope" that a representation election would be held during the year. Slimmer still were the chances that GTFs joining the Union in October 1976 would ever see an actual contract negotiated.

During October and November, the Union had meetings or socials on a weekly basis which helped establish a sense of community among GTFs otherwise compartmentalized by their academic life. At an October meeting, a committee structure was set up that immediately involved 16 people in organizing, developing by-laws, brainstorming ideas for contract proposals, and representing GTFs in grievances (as best as could be done without a contract). Everyone was encouraged to begin organizing on a departmental level. Organizing committee members canvassed the campus door-to-door to talk with individual GTFs. Within two months membership in the GTFF had nearly tripled to 57.

In December 1976, nine months after holding its hearing, the Employment Relations Board ruled in favor of GTF collective bargaining, but a week later the Administration announced it would appeal the ERB's ruling. The delays continued into January 1977. The Assistant Attorney General reiterated at a January 1977 hearing the Administration's position that GTFs were students, not employees. Members of ERB were unsympathetic, however, and ruled unanimously in February 1977 that an election be held allowing GTFs to choose a bargaining agent.

The Administration delayed decisions on voter eligibility and then successfully excluded about 150 of the 900 GTFs who the Union argued were eligible to vote. The Administration was able to push through an early election date -- after 18 months of contesting GTFs' rights to vote at all -- in hopes the Union would not be prepared. The

Union received the voter eligibility list immediately before Spring break, and the ERB set the election for just a few weeks later.

With little time to campaign, the Union office, subsidized by the Oregon Federation of Teachers, was converted to campaign headquarters. The American Federation of Teachers gave the local a small organizing grant which helped defray printing costs and other expenses.

The basic strategy was (1) to personally contact each eligible GTF and make sure they understood the issues in the election, to encourage their involvement in the election campaign, and to warn them about the kinds of tactics the Administration would probably employ; (2) to get as many endorsements from campus organizations and leaders as possible; (3) to counter Administration propaganda and tactics as was necessary.

Through statements to the press, Administration officials purveyed their line that campus harmony would be disrupted if GTFs voted for the Union, and that the unionization of GTFs would create antagonisms between professors and GTFs. Rumors circulated that jobs would be cut if GTFs unionized, that retaliatory measures would be taken against GTFs voting for the Union, and finally that academic self-determination would be threatened if the campus community were penetrated by "Big Labor." Then, a week before the election, Administration officials sent intimidating letters to GTFs, claiming that unionization of TAs at the University of Wisconsin and the University of Michigan had caused a drop in assistantships and difficulty in recruiting top quality GTFs.

The Administrator's attempt to use scare tactics began to backfire as representatives from the Wisconsin TAA and WFT arrived on campus to address "the Wisconsin experience." GTFs who had been undecided began making up their minds -- the Administration's behavior confirmed the need for a Union. Confident of victory, the Union encouraged the largest possible turnout so there would be no misreading of GTF intentions on the union question.

On April 27 and 28, 1977, 423 GTFs cast their vote. Graduate Teaching Fellows Federation, AFT Local 3544, was the only organization that had requested representation rights for GTFs, so the vote was a simple 'yes' or 'no' for the GTFF. A public count of the votes produced a decisive GTFF victory, with 55 percent of those voting in support.

Within days after the election, GTFF leaders approached the Administration about beginning bargaining talks. Almost immediately, disagreements emerged over the format for ground rules of negotiations. The GTFF argued its case for public negotiations; the Administration shocked the campus community by refusing to negotiate unless it was behind closed doors. In July, the GTFF requested a state-appointed mediator to help resolve the dispute over ground rules.

In the meantime, the Union was developing its contract proposals. Surveys were conducted to determine the needs of GTFs on each major contract issue, and numerous campus-wide meetings were held to hear GTF opinions. By the start of Fall term 1977, the ground rules issue had been resolved, and union leaders were ready to negotiate substantive issues. The ground rules allowed the Union to have six observers in addition to its negotiating team, and it could rotate any of its members in and out of the six positions.

The start of negotiations was a definite spur to organizing. The Union informed incoming graduate students of the Union's development and pending contract negotiations, inviting the membership and participation of new GTFs. New members joined the Union in unprecedented numbers at Fall registration; by the end of the term, 250 GTFs were union members.

Negotiations began on October 4, 1977, and from the outset administrators struck an obstructionist posture. Having no proposals of its own, the Administration attempted to "negotiate" by simply responding to the GTFF proposals. All through Winter term, administration officials continued to stall, refusing to negotiate on anything not required by law. This in effect ruled out reaching an agreement on matters related to educational quality and existing GTF rights to participate in department affairs. By the end of the term, only 8 minor articles out of 60 proposed by the Union had been agreed upon. The University's tactics were clearly making a mockery out of collective bargaining. There were also thinly veiled acts of provocation designed to break the morale of the Union or force it into a premature strike.

The behavior of the administration leadership had the opposite effect. As the proceedings wore into the winter months, the number of GTFs who sat as observers and saw the impropriety of university administrators flaunting the intent of state law began to swell. Slowly but surely, the Administration lost its legitimacy in the eyes of GTFs and thereby lost whatever claim it may have had to their loyalties.

On March 29, the Union declared the negotiations at an impasse and requested a state-appointed mediator to help resolve matters. Through April and May, the Union and Administration met in mediated sessions with little progress being made.

The Union's first mass protest action took the form of the silent gauntlet which greeted the Administration's negotiators and state mediators prior to one session. The gauntlet joined the administrators as they entered the student union building and formed an unbroken channel of staring GTFs as it wound its way to the meeting rooms. More visible protests occurred in May, when the Union conducted a three-day informational picket on campus and held a noontime rally. The reception by the campus community was positive. The pressure of state mediation and campus support for the Union were an incentive for the Administration to negotiate more seriously.

In June 1978, the Union had its first contract offer from the Administration, which the membership rejected. In July, the Union requested the state to appoint a fact-finder to the case, who would then make an impartial recommendation on disputed issues. The fact-finder procedure was a step preliminary to being able to legally strike. The Union accepted the fact-finder's report. The Administration rejected it, removing any doubt that it preferred confrontation to conciliation. In September, a GTFF membership meeting unanimously adopted by-laws enabling membership authorization of a strike. In October 1978, after two unsuccessful strike votes, both short of a two-thirds majority, union leaders had no choice but to conclude negotiations for the best contract they could get.

On October 31, the GTFF and the Administration concluded a six-hour negotiating session and announced a tentative agreement which union members overwhelmingly approved in early November. The contract represented substantial gains. GTFs now had a grievance procedure with binding arbitration, whereas before their appeal of last resort had been to the University President. Departments were now required to establish written criteria for rehiring; a discipline and discharge clause based on "just cause" protected GTFs from administrative capriciousness. Workload requirements were standardized at 12.5 hours per week for a .30 FTE appointment. The 14 percent wage settlement was less than the 19 percent the union had sought.

The signing of the first GTFF contract was a monumental accomplishment for teaching and research assistants at the University of Oregon. The spirit of collectivity and the security provided by the contract's grievance procedure were important new conditions under which the political education of union members could be expanded. The Union broke down the prevailing atomization of campus life with a new form of community and cooperation through union work.

Within the Oregon Federation of Teachers and Education and Health Professionals (OFTEHP) and the Oregon AFL-CIO, the GTFF had provided new agendas on important domestic and international issues. Its resolution on race, gender and class issues have been its hallmark in convention, and its members are valuable resources for educational work among other unions' members. At national AFT conventions, GTF resolutions on union democracy and U.S. imperialism and militarism have established the local's reputation as a voice for social progress and economic justice.

More recently, as of 1993, contract negotiations have focused on benefits in the context of the state's property tax limitation and legislative proposals to freeze wages for public employees; strengthened language preventing reclassification of GTFs out of the bargaining unit; strengthened language on layoffs; and health insurance.

GTFF has been involved in a battle over payroll deduction for less-than-nine-month employees. The fight over health insurance administration has also involved change of carrier and an Administration contribution to health care equal to the cost of every individual GTF during terms of employment.

Also this year, GTFF removed walls, painted, and put in new carpet in its office. The Union improved the calendar/day planners it distributes to members, produced a new color poster, produced "Welcome to Your Union" postcards, and published *The GTF Voice* Newsletter (8 to 10 times per year). GTFF has won awards from its state and national affiliates for general excellence in a newsletter, editorial achievement in a newsletter, artistic achievement (for academic calendar/day planner), and its external communications program (for a comic book about collective bargaining, and a poster about achieving health insurance in bargaining).

GTFF held meetings with seven departments last fall and won an award from its state affiliate (OFTEHP) for the largest numerical membership growth and largest percentage membership growth. The GTFF has maintained stability through the work of its experienced staff and vitality through its changing membership and leadership.

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Representation

The Milwaukee Graduate Assistants' Association is recognized as the collective bargaining agent representing Teaching Assistants, Program Assistants and Project Assistants at the University of Wisconsin/Milwaukee. MGAA membership is about 135 out of a bargaining unit of 600-650 graduate employees. MGAA is affiliated with the Wisconsin Federation of Teachers (WFT), the American Federation of Teachers (AFT), and the AFL-CIO.

Organization and Operation

There are three groups of people who make the MGAA work, and each of these groups is vital to the maintenance and prosperity of the Union.

The Stewards' Council serves as the main policy-making body. Stewards are elected from their departments to represent their members and to keep their members informed about union activities. The Stewards' Council also operates as the Unions's grievance committee, overseeing the flow of grievances through the procedure. During the school year, the Stewards Council meets weekly.

The Executive Board is composed of the elected officers of the Union: two Co-Presidents, Secretary, Treasurer, Vice President for Bargaining, Vice President for Communication, and Vice President for Membership. These officers chair committees and ensure the everyday maintenance of the Union.

Membership is voluntary. The Membership elects officers and stewards, votes on constitutional amendments and political endorsements and must ratify each employment contract. Members may also attend and vote at Stewards' Council meetings and participate in committee work.

Contract Highlights

The MGAA bargained its first employment contract in the spring of 1992 for Program, Project and Teaching Assistants. This contract formalized many existing practices and created several new, important provisions. The Union recently bargained its second contract and continues its battle for tuition waivers for all graduate students, a battle that takes place within the State Assembly rather than at the bargaining table.

Health insurance is available to all graduate assistants working 33 percent or more. Last Fall, all of the programs available to assistants changed so that they cost about the same and offer the same services. Dental and eye care coverage were cut across the board. The average cost for insurance for an individual is roughly $17 per month. Graduate assistants are allowed excused absences for illness, injury, pregnancy, care of family members and funeral leave.

Effective August 22, 1994, salaries are as follows for 100 percent time (the vast majority of assistants work 50 percent, though some work 33 percent):

- Master's candidates, Teaching Assistants: $24,390 for the academic year;
- Doctoral candidates, Teaching Assistants: $25,757 for the academic year;
- Master's candidates, Program/Project Assistants: $19,355 for the academic year (Full year: $23,643);
- Doctoral candidates, Program/Project Assistants: $20,377 for the academic year (Full year: $24,923).

Wages will increase one percent on January 1, 1995.

Working with Madison's TAA, the MGAA had two tuition waiver bills put forth to the State Assembly. In order to get a statewide tuition waiver, state law must be changed to allow it. One of the bills would have changed state law to allow a tuition waiver, and one would have instituted a three-year phase-in plan of tuition waiver. Neither went to a floor vote. Currently, all assistants pay in-state tuition, which is roughly $1,500 per semester for about six credits.

Job security is one of the stickiest points in the MGAA contract. Assistants are hired for one year at a time, and every year they must reapply. Most departments continue to rehire the same people; however, this is not covered in the contract.

History

The Milwaukee Graduate Assistants Association was certified to represent all UWM Teaching, Program and Project Assistants and to promote educational quality for all students. Its first year was devoted primarily to two projects -- negotiating its first contract with the University Administration and lobbying for in-state tuition waivers for all University of Wisconsin graduate assistants.

In Fall 1990 graduate students met with members of the UW-Madison Teaching Assistants' Association (TAA) and the Wisconsin Federation of Teachers (WFT) to discuss obtaining union representation at UW-Milwaukee. During the semester, an MGAA organizing committee established contacts in over 15 departments and began educating graduate students about the benefits of unionizing.

In Winter 1990-91, the MGAA collected cards from graduate assistants calling for a union representation election. On March 8, these cards were turned over to the Wisconsin Employment Relations Commission (WERC), which in turn set a date for the election.

On May 1, 1991, the MGAA began planning for an extensive membership drive, drafted a constitution, prepared for contract negotiations, and sent representatives to training conferences in Washington, DC and Madison. It also testified before the State Assembly as part of a successful campaign to reject Terry Kohler's nomination to the UW-System Board of Regents.

In Fall 1991, the MGAA's membership drive began in earnest, culminating with a membership convention. Members elected officers and ratified the constitution. Some members also participated in the WFT annual teacher's convention. In addition, they worked with the TAA in support of AB-465, the tuition waiver bill testifying before the State Assembly Colleges and Universities Committee. The MGAA's Sexual Harassment committee proposed improvements to UW-Milwaukee's sexual harassment policies at an open hearing.

In Winter 1991-92, the membership drive continued, as did the implementation of the Stewards' Council structure. Contract negotiations began in February. MGAA also made a final push for AB-465, which unfortunately did not get a vote on the floor. The MGAA and TAA began meeting with the UW-System Administration to further discuss tuition waivers.

Early in the semester in Spring 1992, the MGAA sent representatives to the state AFL-CIO Women's Conference. Departments began electing stewards. Finally, after months of grueling bargaining sessions, MGAA ratified its first contract on May 10, 1992. For the first time ever, UW-Milwaukee GAs had a voice in their working conditions.

In summer 1992, the MGAA prepared for the annual fall membership drive. It also co-sponsored with the TAA the first National Conference of Graduate Assistant Employee Unions, where union representatives from across the country discussed common issues and set up an information and support network.

In Fall 1992, the MGAA committed to establish contacts in all departments and increasing membership. It continued to focus on gaining a full tuition waiver, improving the Administration's affirmative action and sexual harassment policies, and working on behalf of all graduate assistants. During Spring Break 1993, a number of MGAA members traveled to Madison to lobby for a tuition waiver bill. MGAA also began work towards bargaining a new contract.

1992-93 was the first year in which MGAA was a fully recognized union local, working under a membership contract. For dues to be processed from members' paychecks, the Administration insisted that membership cards signed before the contract came into force were null and void. Thus, rather than a sustained expansion of membership (as MGAA leadership had hoped), Fall saw the laborious and frustrating process of re-signing previous members. MGAA is destined to have a high membership turnover in the best of circumstances, due to UW-Milwaukee's status as a commuter campus whose graduate community is generally to be found in terminal MA programs.

In the Spring of 1993, MGAA had to re-bargain its contract with the State. As all other contracts negotiated with the State are negotiated on a two year basis in odd-numbered years, it was forced to re-bargain after only a year in order to get "in sync" with the State's negotiating round. Although Management tried to withdraw the sick leave provisions in the contract, proposals were fairly minimal, and they settled on most aspects in mid-June. However, MGAA refused to accept the State's proposal on pay, which took no account of tuition increases (the University of Wisconsin system has no tuition waiver for graduate assistants) and decided to sit it out over the Summer, in the hope that other bargaining units (Faculty, TAA in Madison, etc.) might gain better offers, onto which it might "piggyback."

The MGAA's recent goals have been to raise membership and, especially, to increase the number of union activists. To that end, it has mobilized over the issue of pay, taking a more active approach than it had done previously. For the future, it aims to increase its emphasis on the campaigning side of union activity; to organize a Maintenance of Membership vote, probably within the next eighteen months; and to formalize and solidify its status in a challenging situation for graduate organizing.

Teaching Assistants' Association (TAA)
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Renee Callaway, Organizer

Representation

TAA represents Teaching Assistants, Program Assistants, and Project Assistants at the University of Wisconsin/Madison. There are 850 union members out of 2360 in the bargaining unit.

State and national affiliates are the Wisconsin Federation of Teachers (WFT), the American Federation of Teachers (AFT), and the AFL-CIO.

Organization and Operation

The TAA has a strong history of democratic decision-making, and active members can participate directly in administering the local Union. Major policy choices and budgetary actions are made in monthly meetings called for by the TAA's general membership. (While all the employees in the TAA bargaining unit must pay the Union a "fair share" fee, they are not members of the Union local and cannot vote at meetings until returning a union card.)

The Stewards Council corresponds via e-mail and acts as an interim decision-making body, considers any pending grievance cases, and approves major projects contained in the annual budget adopted by membership at its May meeting. TAA Stewards are elected or otherwise selected to represent the Union in the academic departments of study; a department is entitled to one steward on the Council for each 25 union members or fraction thereof.

TAA officers are nominated no later than the April membership meeting, elected by a paper ballot of the members, and assume office June 1. The elected offices are two Co-Presidents, one Vice President, Recording Secretary, Membership Secretary, Treasurer, and five academic area representatives. These officers comprise an Executive Committee. Members feel strongly that meaningful decisions should be open to all who wish to participate.

Standing Committees perform much of the work, which can vary year by year. Committees include a Bargaining Committee, Grievance Committee, Education Committee, Labor Solidarity Committee, and Organizing Committee. Special Committees have been established from time to time, such as the Tuition Waiver Committee.

The TAA staff consists of two Organizers. Both are paid the same salary earned by an experienced UW-Madison teaching assistant with a 50 percent (of full-time) appointment, a gross wage of about $1,500 per month. The Union also pays the same amount of health care that the State pays for UW employees, although the Union's staff must find their own insurance carrier.

Contract Highlights

- A vastly improved grievance procedure which allows the Union to file grievances in order to protect its members and enforce the contract. The Union Grievance was a major priority of this bargaining session and obtaining it was a tremendous victory;
- Two new half-time Equity PA positions will be created to help the Affirmative Action office with harassment and discrimination issues. The job descriptions for these positions will be written by the TAA and will address the TAA concerns pertaining to these issues with the University Administration;
- Improved language on State holidays and Religious Observances. In most cases employees cannot be required to work on State or religious holidays;
- Stronger protection from arbitrary firings. Probationary employees can no longer be fired without a department Chair or Dean being involved in the decision;
- Fewer probationary periods. Graduate Assistants who either switch between TA/PA positions or switch departments will no longer be on automatic probation. The employing department must now notify them in their appointment letter (for all non-initial employment), if they are considered probationary.

Although TAA was not able to win health care for non-traditional families this year, an agreement was made with the State that should benefits become available for non-traditional families through any State health care plan, they will also be made available to TAA members.

In addition, all other rights and benefits under the current contract were maintained. TAA still has:

- One of the most accessible and comprehensive health care packages in the country;
- Wage increases for sexual and racial harassment sensitivity training;
- Child care support for all members.

Full health and dental coverage is free to all Graduate Assistants with a 33 percent or greater appointment (based on the lowest cost HMO provider: The employee pays the difference for more expensive health insurance plans). Child care support of $300 per semester is available to all UW students through the University (The TAA contract designates a $50,000 fund for members of the bargaining unit).

The TAA bargaining unit salary breakdown is as follows:

Appointment Level***	Teaching Assistant*		Program/Project Assistant*	
	Untrained**	Trained**	Untrained**	Trained**
33%	$ 931	$ 977	$ 724	$ 731
50%	$1,411	$1,481	$1,097	$1,108

* TAs are usually paid over a 9-month academic year, PAs over the 12-month calendar year.
** Training consists of 2 four-hour workshops on sexual harassment.
*** The average appointment level is 44 percent.

The TAA was able to bargain for a very successful voluntary training program in which all TAs and PAs receive about a $30/month pay increase to attend sexual and racial harassment sensitivity training. This training, combined with its two new equity PA positions, gives the TAA substantial input in addressing diversity, equity, and discrimination issues in the University.

Job security varies dramatically from department-to-department and is an issue the TAA has not been able to effectively address on a campuswide basis.

History

The Teaching Assistants' Association was born in the spring of 1966 as an organization dedicated to improving the working conditions of graduate assistants and to improve undergraduate education at the UW/Madison. The TAA, which drew its membership largely from the anti-war and student movements of the day, was from the outset a progressive voice in the university.

In 1969, a legislative proposal to deny out-of-state tuition remission to Graduate Assistants provided the spark that brought a majority of TAs into the TAA. Discovering the power of collective action, TAs voted to strike if the bill passed. Although the bill was quickly withdrawn, by then TAs had decided that a formally recognized union with bargaining rights was the best way to protect TAs' working conditions and improve educational quality. TAs proposed a new kind of union based on a recognition of the role of the University and, white collar labor in society.

If workplace issues were to be addressed by bargaining between equal parties, then an agreement governing the relationship between the UW and the TAA would have to be worked out, for Wisconsin statutes had no such provision. Under intense pressure for the TAA, the UW agreed to Structure Agreement setting forth the necessary guidelines.

After the TAA won a representation election by an overwhelming margin, the TAA and the UW sat down to bargain what would become the first contract in the U.S. between a university and its Graduate Assistants.

Bargaining began in May,1969. By March of the following year, there was still no agreement because the UW refused to move on issues that were critical to Graduate Assistants. As a result, the TAA struck. Four weeks later, TAs won most of their demands. For the first time, Teaching Assistants had won the security of 3-4 year support guarantees, an effective grievance procedure, workload limitations, fair discipline and discharge procedures, class size limits, a democratic evaluation process, and health insurance for TAs, PAs, and RAs.

The TAA negotiated four more contracts with the UW. The Union made additional gains, such as a minimum 33 percent appointment that guaranteed out-of-state tuition remission and insurance benefits, the HMW option for health insurance, and posting of hiring criteria. On the other hand, the UW was able to extract several concessions.

To strengthen its position vis-a-vis the Administration, the TAA affiliated with the American Federation of Teachers (AFL-CIO), in 1974. As a consequence, the TAA assumed a prominent role in the progressive labor movement in Wisconsin. TAA members have served as Vice Presidents of the Wisconsin Federation of Teachers, and in 1986 a TAA member was elected Secretary-Treasurer of the Wisconsin State AFL-CIO.

The fifth contract between the TAA and the UW expired in August, 1979. For some time, it had become clear that the Administration had grown tired of the collective bargaining process. The UW ignored arbitrators' awards and court decisions ordering it to abide by the contract. When bargaining began on a new contract, the UW insisted on across-the-board concessions. It wanted some TAs to work without being paid, on the pretext that they were not really working but merely fulfilling degree requirements. The UW did not want to post hiring criteria for TAs. Administrators demanded the sole power to decide which grievances could be taken to binding arbitration. Once again, the TAA was faced with a difficult choice -- strike or go on working without a contract.

For seven months, the Union worked without a contract. Finally, in March 1980, TAs voted to strike. The issue was the Union itself and the right of Graduate Assistants to have a say in determining their working conditions. Union members and supporters struck for five weeks. Although the TAA accepted a mediator's proposal to end the strike, the UW refused to compromise. In May, before the end of classes, the TAA returned to work, still without a contract. Three months later, Chancellor Shain confirmed his determination to destroy the TAA by announcing that he was terminating the Structure Agreement, which had provided the legal framework for ten years of bargaining. The TAA sued, but the court ruled that the UW had the right to pull out of the agreement. Ten years of bargaining were over.

A Legislation Committee was created to coordinate an intensive outreach, lobbying and research effort designed to secure passage of a bargaining rights bill. With the support of unionists from across Wisconsin, the TAA accomplished what many considered impossible. In October, 1985, the bargaining bill passed despite intense opposition by the Administration. Once again, TAs had the opportunity to bargain over their conditions of employment. For the first time, PAs had the right to choose union representation. The foundations of a new beginning were established.

TAs and PAs won the right to decide upon union representation and to choose a bargaining agent. In this case the choice was simple: endorse the TAA as the bargaining agent or have no union at all. Despite the Administration's unprecedented anti-union campaign, the TAA demonstrated to the UW community that it had the support of its constituents by obtaining nearly 1,000 votes in the representation election in the spring of 1987. Once again, TAs have the opportunity to bargain over their conditions of employment and issues of educational quality. For the first time, PAs gained the right to bargain a contract with the UW.

The next big step to insure the long-term strength and viability of the TAA was a Maintenance of Membership (MOM) or "Fair Share" election. After an intensive organizing effort in 1990, the TAA won the MOM which required that all new members of the bargaining unit pay a "Fair Share" amount of 0.9 percent of gross salary to cover bargaining, grievance, and other expenses which benefit all unit members.

A key change in the Wisconsin Federation of Teachers dues structure was proposed by the TAA and adopted by delegates at the State Convention in Milwaukee in October, 1992. The change was to subtract tuition from the wage base for the Union's per capita payments to WFT, and the American Federation of Teachers subsequently agreed to do the same. Many TAA members were shifted from the half-time to quarter-time rate, and this made a substantial improvement in the amount of dues revenue available for local priorities. However, this concession was seen as a temporary measure of solidarity while the TAA fights to earn a tuition waiver, and the issue of affiliation dues may well become a big problem in the future.

During 1993-94, the TAA implemented new ways to increase member participation. One method was weekly Volunteer Nights. Once a week, members were asked to come to the TAA office to assist with projects such as recruiting new members or sending out large mailings. One very successful method to recruit new members involved volunteers writing personal notes to non-members. TAA membership steadily increased during the entire year, even during the last weeks of the semester.

PART TWO

OTHER GRADUATE STUDENT AND EMPLOYEE ORGANIZATIONS

Association of Student Employees (ASE)
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Representation

The Association of Graduate Student Employees at the University of California/Davis is not recognized as a collective bargaining agent. ASE represents about 2,000 student and non-student employees working as Teaching Assistants, Research Assistants, Readers, Tutors, Acting Instructors, and Community Teaching Fellows. Probably 80 percent of these students are employees. During Spring Term 1993, ASE signed up approximately 1,600 members. It is affiliated with the United Auto Workers (UAW).

Salaries, Benefits, and Working Conditions

Graduate Employees employed more than quarter-time receive medical benefits, though the program is rather inadequate. There is one salary for TAs: $1,333 before taxes. Those who have sole teaching responsibility for a class ("Associate-ins") make about $100 more per quarter. Readers are paid $9 per hour. RAs are paid less than TAs but often have fees waived. TAs and Readers must pay their own fees, which currently come to about $600 a quarter. In most departments, there is no job security; graduate employees are hired from quarter to quarter or, at best, year to year.

History

ASE members, primarily History and Sociology graduate students, started meeting in Spring 1992. ASE affiliated with UAW in Winter 1993. With a card drive in Spring 1993, ASE signed up approximately 1,600 of 2,200 employees under appropriate job titles. The Public Employees Relations Board (PERB) certified that ASE/Davis had demonstrated over 50 percent support among TAs, RAs, Readers, Tutors, and Acting Instructors in November 1993. At that time the University Administration refused recognition on the grounds that TAs and RAs are students, not employees, under California Higher Education Employer-Employee Relations Act (HEERA).

California State collective bargaining law does not provide graduate student employees with collective bargaining rights. The Administration could recognize graduate student employee organizations voluntarily, but it clearly has no intention of doing so. Some in the University of California graduate employees organizations have proposed lobbying for an amendment to HEERA. ASE/Davis leadership does not believe such an amendment would succeed.

In the last couple of years, there has been a drastic reduction in the number of jobs available to graduate students, more fee increases, and serious changes in the financial position of international graduate students. However, ASE has not been able to motivate its members since the Administration refused recognition, and the group has been inactive since last year.

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Representation

The Association of Student Employees (ASE) is not recognized as a collective bargaining agent. The ASE represents academic student employees at the University of California/San Diego (UCSD), specifically TAs, RAs, Readers, Tutors, and Acting Instructors. Graduate and undergraduate academic student workers are included in the unit. Their membership base is approximately 1,700 student employees. ASE represents a solid majority of these workers based on card drives in Spring 1992 (for TAs and RAs) and Spring 1993 (for Readers, Tutors, and Acting Instructors). ASE is affiliated with the United Auto Workers (UAW).

Organization and Operation

The ASE/UAW constitution calls for eleven elected Executive Board members, plus one board member chosen from among the members of the Stewards' Council. The Stewards' Council is made up of department and work site representatives. Stewards are responsible for recruiting and organizing, as well as for grievances. The UAW provides salaries for two half-time staff people to organize and run the office.

Salaries, Benefits, and Working Conditions

Primary concerns include health care, dental care, COLA, an equitable grievance procedure binding arbitration, rightful job classifications of TAs, posting of job descriptions in work sites, workload guarantees, class size caps, and enforcement of affirmative action policies.

After the 1989 AGSE strike at UC Berkeley, University of California systemwide began to provide TAs with paid health insurance and fee increase waivers on a yearly basis "so long as the budget allows." ASE members have received no COLAs since that year.

Wages vary depending on whether or not one works for a professor on a private grant, but generally the Teaching Assistant salary after taxes and fees are subtracted is about $1,000 a month. Research Assistant salaries vary more widely by department and discipline, but also average out to around $1,000 a month.

Since ASE/UAW is not recognized, it must address job security through the existing University Administration's grievance procedures. Most TAs and RAs at UC San Diego receive annual contracts for jobs within their departments. Readers and Tutors are hired quarterly and often at the last minute as enrollment fluctuates. Jobs are becoming increasingly scarce for students in the Humanities as the Administration imposes larger class size requirements on faculty and students.

TAs (and RAs who are former TAs) are the most active segment of the ASE/UAW membership and have been since the Union's inception. Thus, the quality of undergraduate education has been a major concern for ASE. As ASE/UAW now represents undergraduate Tutors and Readers as well as graduate student employees, the state of undergraduate education is even more central to its thinking about organizing and critiquing the University Administration. TAs are encouraged to speak directly with their sections of students about the relative quality of undergraduate education. The Union provides support with literature and neon grading stickers that say, "The University works because we do. This paper was union graded by your TAs. AGE/UAW." Especially in writing programs, undergraduates have been receptive to this information.

History

The Association of Student Employees was formed in 1989 as a student organization by graduate students who were disgruntled by unfair treatment on the job, the Administration's inadequate responses to this treatment, and a clear sense that the University of California's systemwide downsizing was only making things worse. The central issue was workload for TAs, especially in writing programs where students were solely responsible for undergraduate classroom instruction. By 1991, ASE had over 150 members and voted to affiliate with the United Auto Workers (UAW) to enlarge its base of organizing support and stabilize the union as a self-generating entity. In Spring 1992, ASE filed membership cards for majority status with PERB which affirmed a majority.

Normally such an action would trigger an election. But because its sister union at Berkeley had a legal case pending in the California Supreme Court regarding its unit recognition, ASE wound up withdrawing its cards so that it would not be bound by any unfavorable decision. An unfavorable decision did indeed come down the pike from the conservative state court. Through cases at UC Berkeley and UC Santa Cruz, the University of California Administration had successfully argued that Teaching Assistants and Research Assistants are not employees under HEERA (Case #A046075; PEERB #SF-CE-179-H). The Supreme Court upheld the State Court of Appeals two-pronged ruling, citing that this ruling was based upon standards used in determining that state school medical student residents are covered by HEERA (Regents of University of California v. Public Employment Relations Board. (1986) 41 Cal.3D 601). While this decision precluded the usual legal route of recognition for TAs and RAs, it did open up possibilities for organizing a unit of Readers, Tutors, and Acting Instructors. ASE/UAW filed cards for that population in Spring 1993, hoping to get a seat at the bargaining table this way and encouraged by AGSE's victory representing these titles at Berkeley.

In the case with AGSE, the University Administration voluntarily entered into a stipulation that Readers, Tutors and Acting Instructors are workers under HEERA. However, because this was a voluntary agreement between AGSE and the local campus administrators, Administrations at both the UC San Diego and UC Davis campuses are refusing recognition pending full litigation at PEERB. (SAGE/UAW at UC Los Angeles filed cards Spring 1994 and presumably will be in the same boat). Since Winter quarter, ASE has attended several preliminary informal hearings at PEERB and expects litigation to start in Fall 1994. The University of California Administration is spending thousands of dollars on outside counsel that specializes in union busting. Meanwhile, ASE/UAW is working to mobilize its membership, as it has become evident that job actions are their most likely route to collective bargaining rights.

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Representation

The Association of Student Employees at the University of California/Santa Cruz is not recognized as a collective bargaining agent. ASE represents over 1,000 graduate and undergraduate student employees, including Teaching Assistants, Research Assistants, Readers, and Tutors. ASE is affiliated with the UAW, although it is an independent union.

Organization and Operation

ASE has a democratically-elected executive council of four to five individuals. It also has a paid staff person who usually also serves as an executive council member. His 20-hour-a-week salary is paid by the UAW. ASE also has an appointed Stewards' Council with representatives from most departments.

Salaries, Benefits, and Working Conditions

Some of the primary concerns of ASE's members include:

- Gaining recognition as a collective bargaining agent;

- Getting a contract with an effective and fair grievance procedure;

- Guaranteeing that student employees' salaries and support stay at the same level;

- Putting official limits on workload and weekly hours.

Salaries vary widely from board to board and between graduate and undergraduate student employees. The average salary is unknown.

ASE has served as a consultant and representative in a number of grievance cases. It has also tried to fight the escalation of its members' hours (without a concomitant increase in pay).

History

ASE held a six-week strike for recognition in the Fall and beginning of Winter Terms in academic year 1992-93. The strike was held simultaneously with a strike by AGSE at UC Berkeley. It was successful in seriously disrupting the campus. ASE has been working to sign up the undergraduate Readers and Tutors on the Santa Cruz campus. It has also launched a postcard campaign to oppose the fee hikes slated for both undergraduates and graduates. ASE is planning a Fall 1994 action around these fee hikes, including a potential two-day strike.

Graduate Employees and Students Organization at Yale (GESO)
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Representation

GESO is not recognized as a collective bargaining agent. GESO is affiliated with the Federation of University Employees, Locals 34 and 35 of Hotel Employees and Restaurant Employees International Union, AFL-CIO.

GESO represents all graduate students at Yale University. During 1990-91, about half of all graduate students, 1,200 out of 2,400, were members. Membership in the sciences was at about 30 percent. In the humanities and social sciences, membership was approximately 85 percent. In 1992-93, GESO introduced dues for the first time and collected them member-to-member. In 1993-94, GESO had 500 dues-paying members in the humanities and social sciences.

Organization and Operation

GESO's distinctive structure, modeled on that of Local 34, is based on an exceptionally high organizer-to-member ratio. GESO aims to have an organizer for every 5-10 members. (Any graduate student can become a member of GESO by signing a membership card. At present students do not have to pay dues in order to be members). Organizers are responsible for facilitating discussion at the departmental level, talking to members about what is going on in other departments and in the Graduate School as a whole, and providing members with information necessary for participating in GESO. They also function as grievance stewards. Through organizers, the membership is able to participate actively in setting GESO's goals and strategies. In addition, each department has 1-3 elected Coordinators. Coordinators attend biweekly meetings of GESO's Coordinating Committee (CC) where they report on organizing in their department and help formulate GESO policies. The CC is GESO's principle decision-making body. Major decisions are then voted upon by the entire membership. Coordinators are crucial links between the GESO leadership and individual members and organizers.

The Chair, who conducts CC meetings, and the Secretary-Treasurer are elected by the entire GESO membership. GESO's structure in terms of other senior officers and paid staff is in a constant state of flux.

GESO is organized by academic departments. Team leaders are responsible for overseeing organizing in several departments. Team leaders also meet weekly to help set the agenda for Coordinating Committee meetings. The Team Leaders' Committee thus functions as a kind of steering committee. Each team leader is elected by members of their team.

Finally, GESO relies on paid staff who are ultimately responsible for all the organizing in each of the teams. Graduate students on the GESO staff work 15-20 hours a week and have had extensive experience organizing in their own departments. They are paid at a TF 3.5 salary rate. GESO now has a full-time organizer paid by the international union in addition to its own paid organizing staff.

Salaries, Benefits, and Working Conditions

Through its efforts, GESO has won:

- A new TA 3.5 job category, representing, in effect, a 28 percent pay raise for the most common TF appointment;
- Improved TA job descriptions for some job categories;
- Reduced health care cost for post-sixth-year students in line with those of other students (students pay around $700 per year, post-sixth-year students used to pay about $1,800 per year);
- Health benefits for part-time Acting Instructors teaching more than one course in a semester;
- Improved job allocation procedures;
- Numerous individual grievances;
- Significant TA pay increases across-the-board in two consecutive years;
- A new Teacher Training program, run by paid graduate student staff (students are paid to attend);
- Student representation on the Graduate School Executive Committee;

- A policy stating that students are subject only to the policies operating when they first register, unless they consider policy changes beneficial;

- Changes in university policy on time-to-degree;

- Restoration of various graduate student services which had been cut, including the graduate student dormitory, the graduate student dinning hall, the dossier service, and the graduate student fellowship office;

- Improved library privileges for all graduate students.

Primary outstanding concerns include: recognition of GESO, reform of the grievance procedure, the right to be accompanied by a steward in meetings with administrators, same-sex domestic partner benefits, TA salaries and job descriptions, health care and other benefits, and library services.

TA categories are based on multiples of 5 hours per week. The most common TA appointment is the TF 3.5. These TAs nominally work up to 17.5 hours per week. In fact, they work an average of 23 hours. They are paid $9,580 for teaching both semesters. TAs are currently paid bi-weekly, like other university employees. Plans are afoot to pay them on the 10th and 25th of every month. TAs have no benefits.

GESO has successfully established a new paid teacher training program, "Working at Teaching," taught by paid graduate student staff. Maximum section size has been reduced from 25 (unenforced, rising as high as 30) to 20, and the Administration has now accepted that the target section size should be 18. GESO has been very effective in persuading TAs to insist that these maximums should be observed and that, where necessary, extra jobs should be created to reduce section sizes. GESO members have also been successful in having TAs whose section sizes exceed the maximum upgraded to a higher TA level.

TA positions were cut by about 15 percent in 1990-1992. These cuts have not been restored. To some extent, the creation of University Dissertation fellowships for all students for one year has alleviated the difficulties arising from this reduction in teaching opportunities. The Administration experimented with regulations limiting the number of semesters in which a student could teach, but abandoned them. Traditionally, students from departments which do not have undergraduate programs have had difficulty finding jobs. TA allocation guidelines now insist that students from all departments must be given equal priority for job allocation. This has led to much more equitable job distribution and in some instances to the creation of extra jobs. TA allocations now are stipend-blind, meaning that jobs are not automatically allocated to students the University Administration is obliged to support either with fellowship or with teaching money. This means that there is more money to go around. TAs are appointed for a semester. The appointments for both semesters are usually made in the summer and reshuffled when enrollment figures actually become available, sometimes quite late in the semester.

GESO is in the process of persuading Yale College to introduce non-binding pre-registration for undergraduates to make this process more predictable and less chaotic.

History

In 1972, in their first bid for a graduate student union at Yale, graduate students won a number of concessions from the Administration. But frustration with low wages and inequitable job classifications led graduate students to organize again in the early 1980s, forming a group called T.A. Solidarity (TAS). TAS pursued all "official channels" to improve working conditions, but after several years of discussions with administrators, faculty, and the Graduate and Professional Student Senate (GPSS), it took a mass demonstration and a threatened lawsuit through the Connecticut State Labor Board just to get Yale to agree to pay TAs bi-weekly.

In 1988, the Administration commissioned the Prown Committee to investigate graduate student concerns. Only some of the recommendations of this committee's report were adopted, resulting in a three-year plan to cut the TA budget by 25 percent (limiting the total number of TA positions), restrictions on teaching for fifth-year students, a six-year registration cut-off, and a final-year dissertation fellowship with conditional availability.

These measures exacerbated graduate student concerns about employment and academic issues. In the late fall of 1990, TAS members voted to unionize, affiliate with the existing campus unions (Local 34 and 35 of H.E.R.E.), and become GESO, an organization of all graduate students addressing student concerns as well as employment issues. GESO adopted the following mission statement:

- To protect, promote and advance the interests of graduate students at Yale University, and to uphold the dignity of our work and scholarship. To ensure that the university provides the resources and services necessary to our work. To ensure the continued excellence of teaching and research at Yale;

- To ensure that graduate students have an active role in the university's decision-making processes that affect graduate student life;

- To maintain the vision, leadership and organization necessary to be an effective, democratic and united organization;

- To form a union in affiliation with Locals 34 and 35, Federation of University Employees;

- To join with other students, faculty and workers at Yale, and with the greater New Haven community, to promote justice at Yale and to encourage the University to be a good citizen of the community;

- To fight against racism, sexism, homophobia and other forms of discrimination at Yale University.

GESO's strategy was henceforward closely linked with that of the Federation of University Employees whose contracts were due to expire in January 1992. GESO spent the spring of 1991 building an organizing committee that reflected the diversity of disciplines and dissertation stages of graduate students at Yale. By the end of April over 1200 students had signed a pledge stating that they wanted GESO to represent them as a union and that they would be active members.

Graduate students returned to Yale in the fall of 1991 to find out that a number of changes had been made over the summer. The only graduate student cafeteria on campus (Lords) was shut down due to budget cuts; hospitalization fees increased by 44 percent in one year; the career services office eliminated its graduate student services; library hours and services were slashed; one wing of the main graduate student dorm (HGS) was allotted to undergraduates; dozens of students in their seventh year of study were not allowed to register; and a second wave of TA budget cuts resulted in overcrowded classes and left some TAs without a job.

In order to address these problems, GESO simultaneously launched its first membership drive and a series of campus-wide platform discussions. GESO's first membership meeting was held on November 6, 1991. About 600 members attended and approved a five-plank platform:

- Recognition of GESO as a collective voice for graduate students. GESO seeks to negotiate with the Administration, and ultimately sign written and binding agreements concerning issues that affect graduate student life;

- A fair wage for TAs as well as a more equitable job classification system, a TA training program, and limits on section sizes;

- Lower health care fees for graduate students, especially for those with dependents or beyond their 6th year. Over the last three years, the cost of health care for single graduate students has risen from $345 to $672, an increase of 95 percent. Students registered beyond the 6th year now pay $1,884. Graduate students with spouses and/or children can pay up to $6,000 basic coverage;

- A fair grievance procedure and fair and consistent policies;

- Improved library hours and services. Two years of library budget cuts, combined with increases in late fees and photocopying fees, have compromised graduate working and learning conditions. Many of the smaller libraries, upon which graduate students depend for

> their specialized research, have had their schedules cut -- often resulting in the elimination of crucial night and weekend hours.

The GESO membership voted to give the University Administration 30 days to begin negotiations with GESO, which at this point had a majority of graduate students signed up on membership cards. When this deadline expired, GESO staged a one-day walk-out on December 4, in concert with Locals 34 and 35. More than 4,000 students and workers picketed, marched and rallied throughout the day in an action that drew widespread national attention.

Last year's Dean of the Graduate School met with an official GESO delegation for the first time after December 4, and discussions with the Dean and members of the Graduate School Executive Committee continued into the new year amid a series of rallies, membership meetings, and a mid-day strike. Feeling that talks had stalled beyond the point of resolution, GESO members voted to strike for three days, from February 19 through February 21. Despite having settled their contracts on the eve of the strike, Locals 34 and 35 respected GESO picket lines. After the strike, talks resumed, continuing throughout the spring. They resulted in a comprehensive report authored by the Executive Committee, which was released in early April and distributed to every graduate student and faculty member.

GESO sponsored an 11-point referendum on the report's most consequential recommendations. The referendum was open to all graduate students, and close to 1,000 students cast their votes for or against individual recommendations. The most universally-approved changes included an across-the-board raise of 10 percent in TA salaries, a new TA training program and a new TA salary classification (TF3.5) which offered a $2,000 raise to TAs teaching two sections of the same course. Other changes, including a modified grievance procedure, new committees to decide on post-sixth-year registration, and a new structure for graduate student governance were voted down by students. The grievance procedure and the new graduate student government were rejected by at least two-thirds of voters, while the principle that the Administration should sign written and binding agreements with graduate student representatives was endorsed by nearly 75 percent of voters.

The first year in which there were elected graduate student representatives on the Executive Committee of the Graduate School was 1992-1993. In the fall of 1992, graduate students returned to discover that two promises outlined in the report had been broken. The TF 3.5 raise and the reforms of the grievance procedure had both been scrapped.

GESO filed a grievance against the Graduate School, which received nation-wide attention demanding the implementation of TF 3.5. The new Dean of the Graduate School declared this to be a non-grievable issue, but immediately thereafter introduced the new category with retroactive pay to the beginning of the year. GESO held its first training sessions for grievance stewards and began to assist students in filing individual grievances, all of which were successfully and informally resolved, gaining thousands of dollars for these individual students.

Having returned the TF job categories, the Graduate School Executive Committee undertook to study all the other teaching ranks. The job descriptions for the two lowest ranks were improved and as a result of the vigilance of the GESO representatives on the committee, many TAs whose survey responses formed the basis for these revisions were reclassified and received retroactive pay after the end of the academic year. However, the Executive Committee proved extremely unwilling to undertake a study of PTAIs and TF 4s who routinely work many more than 20 hours per week stipulated in the TF 4 job description. GESO filed two specific TF 4/PTAI grievances, one arguing that like other employees working 20 hours per week or more, they should receive free health insurance, and the other arguing for a pay increase to reflect the hours they work.

The Dean declared that these grievances were in his view "non-grievable," and that he had the right to prevent the grievance committee from hearing them. This directly contravenes the Graduate School's written grievance procedure.

After a year of testing the grievance procedure, GESO learned that a straightforward grievance can be informally resolved, but in any more complex and unresolvable cases the Dean can simply declare that no grievance exists. The grievance committee has still never been convened. During the summer the hours were dropped from the TF 4 job description, removing the basis for possible future grievances.

As a whole, GESO enjoyed a successful and productive year in 1992-93. The much-resented 6th year registration cut-off was abolished. The rules restricting university dissertation fellowships to the final year of study were relaxed. In addition to the 28 percent pay increase represented by the implementation of TF 3.5, TA pay was increased by 6 percent. GESO's humanities' caucus was successful in persuading the graduate school to adopt fairer job allocation procedures to increase student participation in job allocation, to provide centralized job listings, and to move towards standardized job applications for all departments. On GESO's initiative, progress has also been made on introducing non-binding pre-registration for undergraduate courses, which should make TA allocation more predictable and less subject to last-minute chaos. Internally, GESO held its first elections for department coordinators. Members also voted to pay dues of $45 a year. This enabled GESO to be financially self-sufficient and independent of Locals 34 and 35 for the first time.

The year, though successful, was relatively quiet. Gains have been based on lobbying the executive committee with the memory of last year's actions still fresh, rather than on collective action and strength. Bitterness among the membership, and exhaustion and unwillingness to confront angry members again among the organizers after last year's strike, have taken a full year to dissipate. The limitations of having student representatives on the executive committee, a deeply anti-democratic body, have been all too apparent. GESO is still trying to figure out how to maintain an active membership which feels that it constitutes the organization (rather than that GESO is something it turns to when times are rough), and how to persuade people to undertake the considerable burdens of leadership in the absence of the glamour of struggle.

So far, GESO has provided the campus unions with a justification for job actions when they are not allowed to strike when their contracts are in force. They just "respect GESO's picket lines."

In 1993-94 GESO focused on building its committee strength. Its coordinating committee increased to 60 members, and it now has a total organizing committee of about 150 people. In February, the GESO membership voted to campaign for the recognition of GESO as the bargaining agent for TAs in the humanities and social sciences. GESO intends to seek voluntary recognition rather than NLRB recognition. On April 26, 1994, five hundred graduate students marched to present six hundred cards petitioning for a union election to the Dean of the Graduate School.

In 1993-94, GESO won two new health benefits, one for all students registered beyond the sixth year and one for all those teaching more than one course in a single semester. GESO campaigned actively, but as yet unsuccessfully, for same-sex domestic partner health benefits for all students, based only upon a registration ceremony for domestic partners. After spending the entire year discussing the grievance procedure, the Executive Committee of the Graduate School adopted a new procedure that is even worse than the old. They adopted it over the vociferous objections of student representatives. This has confirmed GESO's doubts about "official channels" as a means of obtaining better conditions for graduate students. This year has been remarkable primarily for GESO's success in generating new levels of interest and unprecedented levels of commitment and involvement from its membership.

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Representation

COGS is not a recognized collective bargaining agent. It is the representative body of graduate and professional students at Florida State University. Of 6,500 graduate students, there are 1,500 Teaching Assistants.

Organization and Operation

There is an elected group of student representatives. From this group, some are appointed as delegates to represent residential areas and groups. By majority vote, a Speaker, an Information Officer, a Financial Officer, and a Judicial Officer are elected.

Salaries, Benefits, and Working Conditions

No medical or dental benefits are received. Salaries for graduate employees vary from $4,800 to $12,500; humanities are lowest and sciences are highest. Graduate employees work 20 hours per week on average. The Administration offers a two-and-a-half day TA orientation through its Professional and Instructional Excellence Program. Some current concerns of graduate employees include:

- Job security;
- Timely notification of appointments;
- Health benefits;
- Tuition waivers;
- Equity in university resources.

History

Florida State University has 28,000 students. Approximately 6,500 are graduate, professional, and post-baccalaureate special students. FSU graduate students have a history of non-participation in student activities, particularly the Student Government Association (SGA). This has directed the activities sponsored by SGA toward undergraduate needs.

All students at FSU are required to pay an Activity and Service fee that goes to the SGA budget. Graduate students pay approximately 20 percent of the $5 million budget administered by SGA. This budget funds a student union, recreation and a large recreation center, campus bus service, and student activities.

In 1992, a group of FSU graduate students, dissatisfied with SGA, organized to form a graduate student government association. They wrote to all graduate departments, asking for delegates to a constitutional convention. They received delegate petitions representing 27 percent of all graduate students.

At the first meeting of this convention in October 1992, representatives of SGA and Florida Student Association opposed the formation of a separate organization. They disrupted the meeting, until a delegate made a motion to recess the convention for one month to give the delegates time to consider the proposed constitution.

When the convention met again at the end of the month, the delegates who attended were determined to form a government. They unanimously adopted their constitution and elected representatives from each college based on graduate population.

SGA has agreed to designate Graduate Studies seats elected at large from the total graduate population. SGA also has agreed to give COGS 11 percent of the money graduates pay into the fee budget each year. In addition, in a gesture of conciliation to graduate students, the student body president and SGA Senate president designated $700,000 from a student fund to provide a building COGS will use as a graduate center.

COGS will focus on providing for the needs of graduate students and speaking for graduate students to the University Administration and the Florida legislature. COGS is not yet ready to form a Union of Graduate Assistants and Instructors, but it is interested in gathering information about the experiences of graduate employees at other universities. There are some departments where problems are acute. Graduate employees in these departments are particularly interested in unionizing.

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Representation

The GEO is an organization of graduate employees seeking collective bargaining rights for the roughly 7,000 Teaching and Research Assistants on the Urbana-Champaign campus. Students in the Humanities and Sciences came together in the fall of 1993 to discuss the feasibility of a union, and formally began collecting information on working conditions, wages, and grievances in early 1994. The GEO is directed by a Steering Committee of 8 to 10 members, and as of summer 1994, it has had several general meetings. Currently, GEO is unaffiliated.

Beginning in the fall of 1994 GEO will open a more formal organizing drive with the goal of gaining membership, choosing affiliation, and launching a card drive (perhaps in early 1995). Its key organizing issues will be: adequate health care, establishment of a grievance procedure, freedom from hostile or dangerous working conditions, and an increase and equalization of pay. University of Illinois graduate employees are among the lowest paid in the Big Ten.

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Ed Wingenbach, Vice President

Representation

Every full-time Master's or Doctoral candidate (with the exception of the MBA program and the Law School) in the University of Notre Dame is automatically a member of the GSU. There are approximately 1,100 members. GSU is not recognized as a collective bargaining agent.

Organization and Operation

The GSU consists of the Executive Board, the Graduate Student Council, and a number of standing committees and *ad hoc* task forces. Responsibility for the general administration of the GSU, as well as for its representative function, belongs to the two officers of the Executive Board. Together, they share the decision-making authority with respect to the day-to-day functioning of the organization. In addition, each officer had the following individual responsibilities: the President is responsible for the general administration of the GSU. He or she is also responsible for representing the graduate student body to the University Administration. The President appoints committee chairpersons, assigns special projects, appoints graduate representatives for the various university committees, and chairs all Graduate Student Council meetings. The President also serves on the University's Academic Council, the Graduate Council, and the Advanced Student Affairs Committee. The Vice President is responsible for the general administration of the GSU. He or she is also responsible for the organization's finances. The Vice President is in charge of the annual GSU budget and administrates the GSU funds collected from the Student Activities (SA) and Graduate Union (GU) fees. The Vice President also oversees all GSU committees.

The Graduate Student Council is comprised of the departmental representatives and the elected officers of the GSU. Every department in the Graduate School (as recognized by the Office of Advanced Studies and listed in the by-laws of the GSU constitution) chooses one or two representatives for the Graduate Student Council. The number of representatives a department may have is based on its size. The basic function of the general council is to set GSU policy, and to make the officers of the GSU aware of the concerns and opinions of students in the various departments. Departmental representatives are responsible for establishing an effective line of communication with the members of their respective departments in order to ensure the representative effectiveness of the GSU. All matters concerning the functions of the GSU are brought for consideration by the members of the Graduate Student Council at its monthly meeting, held the second Wednesday of each month.

GSU committees are of two types. Permanent committees are set up to deal with ongoing graduate student concerns and GSU services. They operate every year. *Ad hoc* committees are set up from time to time to administer particular projects. Committees are headed by chairpersons who report to the president and the Graduate Student Council regularly about their plans, and activities. Occasionally, contingent upon special needs, various task forces will be formed by the president to explore specific problems or issues considered important by the Student Council.

The GSU's two officers are elected at the end of the Spring semester. Nominations, elections and appointment of departmental representatives (depending on the degree of individual department participation) take place at the beginning of the Fall semester. The officers receive a nominal annual stipend of $1,500 for their services. The organization operates chiefly by virtue of graduate students who volunteer a portion of their time to GSU activities. As mentioned above, these are funded by the $25 SA fee as well as the $10 GU fee paid by graduate students. As the $10 fee is optional, students may contact Student Accounts prior to November 1 in order to obtain a "financial hardship waiver."

Salaries, Benefits, and Working Conditions

GSU does not have a contract. Its primary concerns are:

- Establishing a Women's Resource Center at a university which is indifferent and/or hostile to the needs of women;

- Obtaining a health insurance plan which is affordable from the dependents of students and eventually transforming health insurance from a mandatory expense of about $360 into a university benefit for graduate students;

- Meeting the needs of gay and lesbian graduate students at a university which refuses to acknowledge their existence;

- Creating a formal, accountable, and accessible grievance procedure;

- Insuring graduate student input in university policy;

- Becoming the recognized representative of all graduate students instead of a social and service group with a status similar to a club, rather than a union or governing body.

GSU members receive no medical or dental benefits. The Graduate School does contribute $10,000 to the GSU travel fund. With this money and its own contribution, GSU was able to reimburse all official graduate student travel (for conferences, etc.) at a rate of 100 percent for the last academic year.

The average salary of a TA varies widely between departments and colleges, since wages are a matter of department policy. In the College of Arts and Letters, the "official" stipend is $8,600, but some students on fellowship may make as much as $12,000 and others may only receive a half stipend. In the sciences, the stipend level generally depends on the flow of outside grants.

One of GSU's primary concerns is that the Graduate School operates under the assumption that a Ph.D. can be completed in four years. Accordingly, they only give departments enough fellowship money to fund four years of study, so students are forced to scramble for a fifth year of funding. Many graduate directors have performed heroically in "discovering" funds, but most people end up relying on outside money or teaching as adjuncts for the University at an incredibly low wage. Both the graduate students and the faculty would like to see this changed. Unfortunately, the faculty at Notre Dame has about as much control over the University Administration as do the students -- that is, none.

History

The GSU was founded in 1969 to gain representation for graduate students in the total structure of the university community, to promote excellence in graduate education at Notre Dame, and to seek the highest possible quality in graduate student life.

The GSU is primarily a service organization and has been successful in representing the various needs of graduate students. In its first years of existence, the GSU obtained an increase in stipends for teaching assistants and successfully pushed for additional on-campus graduate student housing. More recently it has worked toward obtaining affordable on-campus child care, as well as affordable health insurance for graduate students and their families. Currently, it manages the $20,000 Travel Grant Fund which subsidizes graduate student travel and lodging expenses for those presenting papers at academic conferences.

Current projects include consideration of more comprehensive health insurance coverage, a women's resource center, and training for teaching assistants. A highly successful workshop series aimed at providing information to TAs and RAs has been incorporated into the first week of the semester's programming.

GSU has not encountered any legal barriers up to this point. However, they anticipate conflicts arising as they begin to push important issues.

Campaign to Organize Graduate Students (COGS)
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Representation

COGS is not recognized as a collective bargaining agent. In 1993, COGS petitioned the Iowa Public Employment Relations Board (IPERB) for bargaining unit determination, seeking to represent "Graduate students employed…as teaching, research or service assistants." The bargaining unit (yet to be determined) may potentially include as many as 2,800 people. Currently, COGS has approximately 400 active members. COGS is affiliated with SEIU; it lost a recognition election in May 1994.

Organization and Operation

A ten-member Coordinating Committee attends to routine business, responds to emergencies which may occur between general meetings, and sets the agenda for general meetings. Five members are elected by the general body, the other five by the committees they chair. The five existing committees are: Finance, Legal, Membership, Press, and Research. The Coordinating Committee elects two Co-Chairs from among its members. The primary responsibility of the Co-Chairs is to ensure that general meetings are conducted in a manner that is both orderly and democratic.

Salaries, Benefits, and Working Conditions

COG's primary concerns are tuition waivers for graduate employees, paid health insurance, subsidized child care, systemization of hiring and funding procedures, improved teaching assistant training, maintenance of academic freedom, and the elimination of abrupt class cancellations within the evening class program.

The average Teaching Assistant has a half-time appoint-ment (he or she supposedly works 20 hours or less weekly). Salaries vary by department, but an annual salary of $10,717 is believed to be the average. Paychecks arrive monthly from September through June, inclusive. There is no tuition waiver; full-time, in-state graduate tuition is $2,604 for two semesters. Annual appointments are the rule, but one-semester appointments are by no means rare. Funding criteria vary by department, and the process is often arbitrary and always secretive. In most departments, the level of insecurity has increased dramatically within the past three years.

No health or dental benefits are provided by the University. As students, graduate employees may elect to take part in a group plan. The policy covers only emergency services and costs over $500 a year. An additional $80 per year is required to utilize Student Health Services. Student Government provides minimal child care support to a tiny number of families.

Both Student Government and individual departments provide some form of teacher training. The former is poorly attended and the quality of the latter varies. University programs to "improve undergraduate education" have, in effect, scapegoated international students by placing their English-language skills under severe scrutiny.

History

Between 1968 and 1984, three attempts were made to unionize graduate student employees at the University of Iowa. All failed, generally due to the University Administration's capacity to offer real or imagined concessions to the graduate population.

COGS originated in conversations held by two graduate students in Film Studies who were aware of the unionization battle within the University of California system. They circulated a brief manifesto among labor and left scholars during March 1993. A core group of 10-12 people was meeting by early April.

Fliers were distributed across campus, announcing an April 15 meeting to be held in a small conference room. After the local press caught wind of the event, it was moved to the auditorium of the Communication Studies Building. Nearly 100 graduate students from a wide range of departments voiced concerns about salary, health insurance, child care, the arbitrary nature of funding decisions, teacher training and academic freedom.

On April 26, 1993, the organization adopted the name "Campaign to Organize Graduate Students" and elected a Coordinating Committee. The original Coordinating Committee included five members elected at large and four committee chairs. Dennis Deslippe and Julie Monroe were the first co-chairs.

During the summer, members of COGS became acquainted with labor law, established a protocol for general meetings, and researched national unions as a preliminary step toward affiliation. On July 26, COGS petitioned the Iowa Public Employment Relations Board for bargaining unit determination. A membership drive commenced with the opening of Fall classes, and COGS affiliated with SEIU in Fall 1993. In Spring 1994, COGS lost a certification election by 120 votes. Two anti-union campaigns -- one waged by the University Administration and one by members of the Student Government -- succeeded in weakening support in schools and departments without visible and active pro-union support.

While COGS will continue to meet in the coming year, the election loss has temporarily dampened wide-scale unionization efforts, and plans for the organization's future direction are unclear. Although still officially affiliated with SEIU, its relationship with the national organization is now vague and uncertain.

Graduate employees at Iowa face several legal barriers to successful organization. They do not fit clearly into any of the bargaining units established by the State of Iowa's Public Employment Relations Act (Code of Iowa, Chapter 20, 1974). In addition, the Board of Regents may, after a successful recognition election in the future, argue for a statewide bargaining unit, which would necessitate organizing Iowa State University and the University of Northern Iowa. (There is, however, legal precedence for one-campus faculty unionization). Strikes are outlawed and binding arbitration required. Historically, the no-strike clause has been strictly enforced. The closed shop is illegal. Iowa's current Republican governor takes great pride in being regarded as a foe of organized labor. In general, the climate for organizing in Iowa is not favorable.

Association of Employed Graduate Students (AEGiS)
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Representation

AEGiS is not recognized as a collective bargaining agent. AEGiS has been working with the Kansas Association of Public Employees/American Federation of Teachers (KAPE/AFT) in Topeka, KS. The University of Kansas employs approximately 1,100 graduate teaching assistants (GTAs) and 700 graduate research assistants (GRAs). AEGiS formed for the purpose of investigating the possibility of unionizing all graduate employees at KU, but for legal purposes, the proposed bargaining unit includes only Graduate Teaching Assistants.

Organization and Operation

A group of about 40-50 graduate employees has stayed actively involved in AEGiS. These members meet occasionally and have played various roles in getting membership cards signed, giving talks in various departments, and doing publicity. Most decisions are made by a 7-9 person Steering Committee on a consensus basis, with advice from the larger group and from union advisors. There are three officers: President, Vice President, and Treasurer, as required of all campus student organizations with official status. Once AEGiS moves into an election it will make more formal arrangements. Its members are beginning to discuss making that transition. So far, for the legal battle, more organization has not been required.

Salaries, Benefits, and Working Conditions

Graduate Teaching Assistants earn an average salary of approximately $7,200 per academic year for six credit hours of teaching a semester (or a 20-hour work week by University Administration calculations). Graduate Teaching Assistants generally receive a full tuition waiver but must pay a $200 fee per semester. They receive no health care benefits. No formal grievance procedures exist at present. Only one program on campus generally offers multi-year renewal contracts.

History

A small group of graduate students formed AEGiS in the fall of 1991. At that time, benefits were limited to a 75 percent tuition waiver and an average salary of $7,000 per year for teaching six credit hours per semester (the Administration figures a six credit hour load at 20 hours per week; the average graduate employee teaching six credit hours, however, works closer to 30 hours per week).

AEGiS's first task was to survey graduate employees to determine their concerns and the degree of interest in unionization. Survey results, late in the fall of 1991, showed general dissatisfaction with low salaries, less-than-full tuition waiver, absence of health care benefits, lack of job security (no multi-year renewable contracts), poor office conditions, and a lack of grievance procedures. Approximately 95 percent of those who returned surveys (some 600) expressed interest in unionization.

AEGiS members next met with University administrators and communicated their findings. The position of the Administration was that it would continue as it had in the past, to address concerns of graduate employees as best it could. AEGiS members were invited to participate in that effort. However, the Administration made it clear it would vigorously fight any unionization effort.

Several AEGiS members had worked with the Administration in years past to secure a full tuition waiver for graduate employees. Those efforts had failed, largely because the Administration did not make the full tuition waiver a priority in negotiations with the State Legislature. Suspicious that the Administration was inviting AEGiS to participate in more of the same, AEGiS members turned to Kansas law, specifically the Kansas Public Employee Relations Act (KPERA). After studying the law, AEGiS concluded unionization was the next logical step.

AEGiS next contacted several unions to learn more about them and finally decided to work with the Kansas Association of Public Employees/American Federation of Teachers (KAPE/AFT). With the help of KAPE/AFT and some fifty dedicated graduate students, in the spring of 1992 AEGiS undertook to obtain a show of interest sufficient to call for a representation election. Several core members of AEGiS organized and spoke at dozens of departmental information meetings to familiarize graduate employees with the idea of unionization. Information tables were set up at visible campus locations. Pamphlets and buttons were distributed and several guest editorials appeared in the campus newspaper. Support grew quickly. The campus newspaper eventually endorsed graduate employee unionization. The show of interest drive culminated in a week of phone banking.

In April 1992, AEGiS called a press conference and filed its show of interest with the Kansas Public Employee Relations Board (KPERB). A week later, the Kansas Legislature passed a full tuition waiver, which the Governor signed. Shortly thereafter, the University Administration filed with KPERB an objection to the show of interest, arguing that KU graduate employees were not true employees within the meaning of the

KPERA and therefore had no statutory right to form a union. This raised a legal issue which KPERB had to settle.

The Administration's position was immediately denounced by faculty, students, and several university governing bodies. Numerous letters appeared in campus and local papers criticizing the Administration's position. Graduate employees started wearing buttons with "employee" crossed out in the fashion of the universal "no" symbol. The campus newspaper again endorsed unionization.

After several procedural delays, KPERB finally heard the case in September 1993. From April 1992 until September 1993, AEGiS worked with lawyers from KAPE/AFT to prepare the case for graduate employees. AEGiS also undertook an aggressive information campaign, publishing several newsletters, soliciting local and regional news coverage of various aspects of graduate employment, and distributing literature at university functions.

When the hearing to determine the legal status of KU graduate employees finally began in September of 1993,-the issue had been limited to the legal status of KU Graduate Teaching Assistants. Concerned that the differences between Graduate Research and Graduate Teaching Assistants might weaken the overall case of graduate employees for recognition as public employees under the KPERA, AEGiS dropped (without prejudice) Graduate Research Assistants from its proposed unit.

During the hearing, the University Administration argued that Graduate Teaching Assistantships are such an integral part of PhD candidates' education that Graduate Teaching Assistants (GTAs) are really students rather than employees. AEGiS, represented by KAPE/AFT, argued that Graduate Teaching Assistants perform specific services for pay, sign contracts with the Administration, pay taxes, are covered by workers compensation, are held to the same ethical standards and university regulations as faculty, and in most cases are not required to serve as GTAs to earn a PhD. AEGiS also submitted a great deal of evidence detailing the fact of the economic factors behind the Administrations's increased reliance on Graduate Teaching Assistants to carry the load of undergraduate teaching at KU. (GTAs teach 30 percent of under-graduate credit hours and account for an even higher percentage of contact hours). Finally, several prominent faculty members testified for AEGiS regarding the desirability of GTA unionization.

Briefs were submitted in mid-February 1994, and a decision from KPERB is expected at any moment. Should AEGiS receive a favorable ruling (and the University not appeal), an election with KAPE/AFT on the ballot will take place in the fall of 1994. Kansas labor law prohibits public employees from striking; Kansas is a right-to-work state without a strong labor history. Thus, should KPERB find GTAs to be public employees, a strike would be an unlikely event at KU. Nonetheless, many KU GTAs have informally expressed a willingness to engage in work slow-downs, massive sick days, late filing of grades, and teach-outs as means of making their voices heard.

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Representation

Graduate Student employees at Michigan State University formed AGE in the Spring of 1994. Their active membership is currently six people. The purpose of the organization is to investigate the interest in and feasibility of unionizing graduate students at MSU. They currently are still in the information-gathering state, but intend to be ready to organize a vote by the Spring of 1995. The concerns which prompted their interest in unionization include: lack of dependable recourse for graduate student grievances, poor mentoring situations, inadequate wages in some departments, overwork for the stipends received, promises made and broken by the Administration and faculty regarding assistantships and degree requirements.

Council of Graduate Students (COGS)
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Representation

COGS represents approximately 9000 graduate students at the University of Minnesota. COGS is a registered student organization with 501(c)3 tax status and is not recognized as a collective bargaining agent.

Organization and Operation

COGS is constituted as a representative democracy. Each of the 170-odd graduate programs in the University is entitled to a representative -- approximately 60 are represented. The voting membership of the General Assembly, which meets six times per year (twice a quarter) elects officers each year: a president and four vice presidents (Executive, Finance, Communication, and Legislative Affairs). These officers, together with the student chairs of the Policy and Review Councils (part of the Graduate School governance structure), form the Executive Committee of COGS, which sets the agenda for the General Assembly and takes (limited) executive actions between GAs. COGS is funded by a special assessment student services fee which is levied on all students registered in the Graduate School each quarter; for 1993-94, the fee was $1.55 per quarter, or $4.65 for students registering each quarter.

Salaries, Benefits, and Working Conditions

COG's primary concerns are: health insurance continuation, wages, and working conditions.

The Graduate Assistant Health Insurance plan is a prepaid group plan offering a choice of several different primary care clinics around the Twin Cities, including two on-campus sites (one of which is the Student Health Service). The plan is provided fully-paid-for by the University for all graduate assistants, TAs, RAs, and Administrative Fellows, who hold a 50 percent or more appointment for any given quarter, and paid for at twice the level of the appointment, if less than 50 percent (e.g. 50 percent of the premium is paid for someone holding a 25 percent appointment). The plan covers almost all preventive and other medical services, including prescriptions and mental health coverage. The plan also covers preventive dental care (cleaning) every six months, but no dental treatment.

It is difficult to get an accurate TA salary picture. COGS estimates that the average TA makes about $1,350 for a 25 percent appointment per quarter, and that RAs make approximately $2,800-$3,200 for 50% appointments. Appointment levels vary, and the wage scale varies by degree held, as well as other factors.

Graduate Assistants also receive a tuition waiver benefit equal to twice their appointment level, so that people on 50 percent appointments have their tuition fully paid. (Student fees are not included, however).

Job security is an ongoing issue. Only half of all graduate students at any one time have any kind of financial support from the University Administration in the form of Graduate Assistantships. Some people, of course, do not need assistantships because they have employer support or something else, but most people (COGS estimates at least 75 percent of all graduate students) are actively seeking and need support. Consequently, there is a very real sense for most graduate students that their jobs are not secure. Appointments are for one quarter at a time, and people often find that they cannot count on support for more than one quarter at a time.

There are TA workshops and training sessions at the beginning of each quarter, as well as ongoing throughout the year. COGS does not offer any of these but does help to publicize them. At various times in the history of the organization, COGS has been active in pushing for more training and TA development. More and more graduate students are being supported on Research Assistantships, rather than Teaching Assistantships.

History

COGS was formed in the mid-1970s as part of the student governance system at the University of Minnesota. Since the late 1970's it has been enshrined in the constitution of the Graduate School of the University as the official body representing graduate students, at least within the Graduate School structure. It is not, and never has been, a collective bargaining agent.

There was a drive to unionize through a separate organization, the .aduate Student Employment Association, in 1988-89. It did not, however, generate enough votes to establish an official bargaining agent for Graduate Assistants at the University. One of the key pieces of the unionization drive was the demand for health insurance as a benefit of employment as a Graduate Assistant. This was arranged by the University Administration around the same time as the unionization drive, and the offer of health insurance without unionization may have been one of the reasons the unionization drive failed.

Since that time, COGS has continued as the representative body of graduate students at the University, although a larger umbrella group to which COGS belongs has since been formed, the Graduate and Professional Student Assembly (GAPSA), which is also a registered student organization, and represents essentially all post-baccalaureate students in the University Senate and other governance structures.

Health insurance continues to be a driving issue. Even after the Administration granted graduate students health insurance benefits in 1989 (operant in 1990), the actual fulfillment of the promises made has fallen short of expectations. Specifically, the main issue has been that Graduate Assistants who are fully covered through the Graduate Assistant Health Plan (GAHP) are still required to pay the full health service fee to the student health service on campus if they are enrolled as full-time students; consequently, they pay about $180-240 per year for a benefit which is of little, if any, use to them. It has proven impossible to get the Administration to deliver on a verbal commitment made at the time the benefit was negotiated and waive the student health service fee for fully covered Graduate Assistants. In addition, the GAHP is up for contract renewal in December 1994, and COGS anticipates efforts on the part of the Administration and the Board of Regents to either fold the GAHP into the general University-offered student health insurance plan, or to eliminate it entirely as a benefit. If the latter happens, COGS will be back in the same position as before the unionization drive, and no better off (actually, given the lack of increases in stipends, and other issues, quite a bit worse off). In the meantime, COGS is working with the Administration to generate additional options for graduate student health care. There is a possibility that graduate employees will become eligible for the same benefit plan as faculty. COGS and the University Administration have also submitted a joint RFP (Request for a Proposal) outlining a health care program that would cover all graduate students and their dependents.

Graduate Advocacy Organization (GAO)
UAW Local 2300
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Judith Stauber, Staff: (607) 272-4108

Representation

GAO is not a recognized collective bargaining agent. It is a democratic organization composed of several hundred graduate students who have joined together for the purpose of gaining more control over their work, study, and living conditions. The organization is affiliated with UAW Local 2300, an amalgamated local which includes service and maintenance workers at Cornell. GAO's long-range plans include petitioning for recognition as a collective bargaining agent.

Organization and Operation

The GAO functions on three levels -- the general membership, departmental stewards, and a coordinating committee. Decisions related to the routine organizational activity of the union are made at biweekly planning meetings, which are open to all members and regularly attended by members of the coordinating committee. Stewards are responsible for conveying information from graduate students in their departments to planning meetings and from planning meetings to students in their departments. Decisions too weighty to be decided at planning meetings are made at general membership meetings. The coordinating committee performs those tasks which -- whether because of urgency or triviality -- must be performed between planning meetings.

Salaries, Benefits, and Working Conditions

GAO's current priorities include the following:

- Comprehensive no-cost healthcare for all graduate students;
- Freedom from interference by the University Administration in its attempt to organize;
- Voluntary recognition by the Administration in the event of a successful election;
- Job security;

- A fair and adequate grievance procedure with recourse to a neutral arbitration board;

- The establishment of a university task force to negotiate agreements on active measures to eliminate institutional racism, sexism, homophobia, and other forms of oppression at Cornell;

- The establishment of a university task force on international graduate students, to address issues facing the 25 percent of graduates who are not from the United States;

- Binding agreements between the University Administration and the family housing Tenants' Council on any issues, such as rental rates, parking, and renovations, which concern residents of Cornell family housing.

The standard TA appointment is a nine-month half-time position (maximum 20 hours per week) and is compensated at a base level salary of $10,500. Graduate student employees receive no medical benefits. (A minimal healthcare plan is available through Cornell for $600 per year).

History

The GAO was founded in 1987 and began as an advocacy group, studying and confronting the problems that face graduate workers at Cornell -- as well as helping graduate students and graduate employees negotiate with the university bureaucracy in the absence of a grievance procedure. In Spring 1989, the GAO held a "Living Wage Campaign," conducting a survey of graduate students on the cost of living in Ithaca. The survey showed that the base level stipend (at that time under $8,000 for nine months) was not enough to cover the cost of living. Rallies were held for increased funding. Although the Administration initially asserted that stipends had never been intended as a living wage, it later announced a 10 percent increase in the base stipend for 1990-91.

In 1990, the organization affiliated with UAW local 2300 and began a union drive. The GAO membership passed the "GAO Program" in the fall 1991. This was a proto-contract summarizing concerns on working conditions and funding. Following its direction, the administration instituted a grievance procedure for graduate students. In the same year, GAO held a rally against campus racism and the inadequacy of health care for graduate students (jointly sponsored with African-American and Latino undergraduates protesting cuts in financial aid). Membership reached 500, and the Administration announced another 10 percent increase in base stipend for 1991-92. In fall 1991, GAO learned that the University Administration had consulted a labor law firm about how to handle GAO.

In spring 1992, with membership at 1000, GAO passed a constitution and a set of demands. Following an announcement of summer funding cuts, GAO sponsored several forums on the crisis, holding a rally outside Day Hall and meeting with the Provost and the Dean of the Graduate School. In the Summer, GAO held a "Conference on Building Democracy at Cornell," which focused on equality issues, contract preparations, and solidarity with other members of UAW Local 2300.

GAO has seen a recent decline in membership, perhaps due to the substantial salary increases granted to graduate employees in recent years. In 1993, the GAO initiated talks with the University Administration regarding graduate student healthcare and launched a campus-wide healthcare campaign. The organization collected more than 1500 signatures on a petition for improved healthcare coverage for graduate students and held a "Rally for Respect" to protest the Administration's refusal to openly discuss healthcare demands. The Administration subsequently announced a 4 percent raise to offset healthcare costs, and the Dean of the Graduate School gave credit for the increase to GAO's actions. In the same year, GAO reorganized its infrastructure to become more inclusive of different voices and experiences while working toward a unified vision for change in the lives at all graduate students at Cornell.

Graduate Student Organization (GSO)
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Debora Draiss, Office Coordinator

Representation

GSO is not a recognized collective bargaining agent. It is the representative body of graduate students at Syracuse University. It represents and promotes the interests of the graduate student community, including Teaching Assistants, Graduate Assistants, University Fellows and non-funded graduate students. Its members include any graduate student at Syracuse University who is subject to the graduate student service fee. Currently, it has approximately 150 voting members.

Organization and Operation

The Graduate Student Organization is modeled loosely on the federal system with three branches.

- The Executive Committee. Includes the elected positions of President, Vice-President, Secretary and Comptroller, and one Senator;
- The Senate. Composed of at least one representative from each degree-granting academic unit of Syracuse University, including the Law School and the State University of New York College of Environment of Science and Forestry;
- The Graduate Student Court. Includes five justices, elected by the senate, who serve until they resign or leave graduate school.

The GSO maintains the following representatives within the University: University Senate (13), Board of Graduate Students (9), Affirmative Action Committee, Alteracts (Board of Directors), Bookstore Advisory Committee, Dome Committee, Film Board, Health Service Advisory Committee, Hendricks Chapel Advisory Board, Library Carrel Committee, Parking Advisory Committee, Student Legal Services (Board of Directors), Student Union Committee, University Board of Trustees, University Union (Board of Directors).

Salaries, Benefits, and Working Conditions

The GSO does not have a contract. Some concerns of GSO members include: medical/dental coverage, variability in work-loads and expectations, recognized holidays and priorities across departments. Most graduate student employees have access to partially subsidized insurance and may select one of approximately five insurance options. A portion of the premium is deducted from the student's pay check. A separate dental plan is available, though it is expensive and coverage is very limited. The minimum wage for Graduate Assistants and Teaching Assistants in 1993-94 was $6,220 per academic year. The average Teaching Assistant earned approximately $7,200 to $7,800. Full-time TAs also have 24 credit hours of tuition remitted; part-time TAs have 12 credit hours of tuition remitted.

The GSO cooperates with the Graduate School in its mandatory, intensive TA Orientation program offered in August, October, and January. This is a two-week program which includes video-taped microteaching sessions with feedback, panel presentations and discussions, issue-oriented workshops (e.g on sexual harassment), language testing and workshops, and recreational activities on campus and in the community.

International students often voice fears about dismissal due to their limited English skills. However, Syracuse University offers a host of English language courses for TAs and expressly states that no TA appointment will be prematurely terminated due to a lack of proficiency with the English language.

History

In October 1967, members of Syracuse University's University Union called a meeting for the creation of a graduate student organization. Initiated in 1968 as a confederation of students drawn together by social interest, the Graduate Student Organization became the political organization representing graduates in all facets of university life and policy-making. The GSO serves graduate students in several ways: it is the forum through which graduate students articulate their interests and concerns to the university community; it sponsors a variety of campus-wide services for graduate students; and through its executive, legislative and judicial branches, it mediates disputes and resolves conflicts involving graduate students and the university community.

In 1976, the GSO successfully fought to have the student health fee included in most Graduate Assistant and Fellowship packages. That same year, the GSO worked with the undergraduate student association to organize a student health insurance program offered through the campus service agency, Alteracts. In 1977, the GSO supported the English Department Teaching Assistants in their protest against excessive work-related demands placed upon them. Concerned about the employment conditions of graduate student employees, (a group numbering over 1,100) led to the formation of the Committee on Teaching Assistants, which monitors working conditions and the training and evaluation of Assistants.

In the 1980s, the GSO won the establishment of a minimum stipend for Graduate and Teaching Assistants. In 1987, the GSO also established a recreational club for graduate students, the Inn Complete, which provides a means for relaxation and fosters a sense of community among the diverse graduate student population. Last year, the graduate student club moved to a larger, more accessible location and completed major renovations.

Additionally, the GSO has addressed issues regarding international students; explored the inadequacies of the campus judicial system and the library's acquisition budget; successfully lobbied for longer hours and load periods at the library; worked to increase the amount of financial aid available to graduate students; and studied campus housing problems.

Most recently, the GSO has been involved in the creation and presentation of sexual harassment workshops across campus and the dissemination of related literature. Also, the GSO recently developed a Graduate Student Day Care Co-op.

In the present academic year, the GSO is attempting to expand summer employment opportunities for graduate students on campus. Special concern is given to the employment of international students who are not permitted to work off-campus. The GSO is also fighting to retain access to key research and consultation facilities that are being redesigned to cater to the needs of faculty. GSO is fighting the change in administrative policy that proposes to deny graduate student access to these facilities in the near future.

Community-based programming includes the initiation of a project with social service agencies in the Syracuse community in which the GSO will coordinate the transfer and donation of discarded furniture and clothing from graduate students to those in need. In the University, GSO will continue to organize events addressing issues of sexism, racism, and classism, and GSO aims to expand its programming for graduate students with families. A final and important goal is to explore the possibilities of unionization.

PART THREE

NAMES AND ADDRESSES OF CANADIAN GRADUATE EMPLOYEE UNIONS

PART III -- NAMES AND ADDRESSES OF CANADIAN GRADUATE EMPLOYEESS UNIONS

Canadian Union of Educational Workers
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et Travailleurs en Education
CUEW/SCTTE: Local 2
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Fax: (416) 593-9866

CUPE National Office
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K2POW CANADA
Phone: (613) 237-1590

CUPE Local 2278
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CUPE Local 1975
University of Regina
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Association of University and College Employees (AUCE) Local 6
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